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ABSTRACT

This synoptic table provides an overview and comparison of employment trends and policy measures for each member state of the European Community. Information on the following countries is presented in eight chapters: Belgium, Denmark, Germany, Greece, Spain, France, Ireland, Italy, Luxembourg, Netherlands, Portugal, and United Kingdom. Chapter 0 presents data on global indicators: population, increase in working age population, consumer prices, employment rate, and unemployment rate. Chapter 1 covers improving education and training systems, including policy development, promotion of lifelong learning, and adapting to change. Chapters 2/3 contain data on the following: external flexibility, flexibility of working hours, leave and career breaks, income policy, geographic mobility, and equal opportunities. Recent measures and measures being prepared are summarized. Chapter 4 on targeted reductions in indirect labor costs provides synopses of measures, recent measures, and measures being prepared. Chapter 5 on more active policy covers three areas: active, passive, and placement measures; recent measures; and measures being prepared. Chapter 6 on young people provides information on the following: basic education and transition to working life, promotion of young employment; recent measures; and measures being prepared. Chapter 7 summarizes measures, recent measures, and measures being prepared on new requirements. (Contains 58 references.) (YLB)

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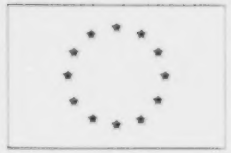

Social Europe

N°2/1994

EMPLOYMENT OBSERVATORY

ED 382 765

TABLEAU DE BORD

(Synoptic table)

General framework for Employment

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TABLEAU DE BORD

The production of this *tableau de bord* falls within the framework of the follow-up to the 'White Paper on Growth, Competitiveness and Employment'.

The object of presenting this information in the form of a synoptic table is to permit an overview and an easy comparison of the measures taken in each Member State. The individual sections also follow the headings of the general framework for employment as presented in the Presidency Conclusions of the Brussels European Council on 10 and 11 December 1993.

Every effort has been made to ensure the reliability of the information, within the limitations of the very synthetic structure of such a table.

The basic information has been gathered from many of the observatory networks run by the Commission, such as the Employment Observatory (MISEP and SYSDEM) on employment policies, the MISSOC network on social protection and the EURI network on industrial relations. A certain amount of the information also comes from reports produced by the Commission, such as the 'Employment in Europe' and the 'Social Protection in Europe' reports as well as from different services within the Commission, and in particular DGII and the Task Force for 'Prélèvement Obligatoires'. Chapter 1 on education and training systems and Chapter 6.1 on basic education and transition to working life were prepared by the Task Force for Human Resources in consultation with the Directors-General with responsibility for vocational training in the Member States. The source of most of the quantitative data is Eurostat publications. In order to give more meaningful comparisons preference has been given to Community and international sources, even if data exist at national level.

The close co-operation established with Member States, in particular the administrations with responsibility for employment, social affairs and vocational training, was of great importance to the preparation of this table. However, Directorate-General V of the Commission remains entirely responsible for the information as presented.

This synoptic table was achieved in parallel with the computerisation of the networks of the observatories, which will in the future allow access to more detailed and regularly updated information on the different measures presented in this table. A CD-ROM containing all of the data of these observatories in a single database, called 'Socibase', is already available. This medium is intended to complement the information which will continue to be provided through the regular publications of the Employment Observatory, as well as MISSOC.

This synoptic table will require continual work of an essentially factual nature and it is hoped that it will lead to an improvement in the mutual exchange of information on employment policies. It is aimed in particular at facilitating and encouraging analytical and evaluation work at Community level, and within national frameworks, on systems and employment policies as they adapt to emerging needs in order to combat effectively unemployment within the Union.

Brussels, 7 November 1994

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EMPLOYMENT OBSERVATORY

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		91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94
0.	**Global indicators**																				
1.	Population : median age 1990 (2010)	36.3	(41.6)			37.2	(42.5)			38.4	(44.8)			36.1	(40.9)			33.1	(39.3)		
2.	Increase in the working-age population (between 1985 and 1990)	Negative				Average				Negative				High				Average			
3.	Dependency ratio of the elderly 1990 (2010)	20	(24)			20	(24)			20	(27)			19				18	(21)		
4.	SMEs' (< 100 employees) contribution to total employment (1988)	52				59				44				80				66			
5.	Total employment annual % change	0.1	-0.4	-1.4	-0.8	-1.6	-0.1	-0.5	0.9		-1.7	-1.9	-1.4	-1.3	1.9	-0.8	0	0.5	-1.2	-4.3	-1.2
6.	GDP annual % change	1.8	1.4	-1.3	1.3	1.0	1.2	1.1	3.8		2.1	-1.2	1.3	3.3	6.9	-0.2	0.7	2.2	0.8	-1,0	1.1
7.	Consumer prices annual % change	2.5	2.1	2.8	2.6	2.2	2.1	1.7	2.0		4.8	4.0	3.0	18.5	14.6	13.7	10.2	6,3	6.4	5,1	4.8
8.	Employment rate	48.5	49.6			67.1	68.1			56.7	58.7			47.4	48.6			47.2	48.1		
9.	Female employment rate	37.5	38.9			61.1	62.4			44.4	47.9			32.6	34.2			31.9	33.4		
10.	Unemployment rate	7.5	8.2	9.4	10.3	8.9	9.5	10.4	9.9	5.8	6.8	8.1	9.3	7.2	7.5	8.6	8.9	16.4	18.2	21.5	23,3
11.	Female unemployment rate	11.4	12.2	13.7		10.2	10.8	11.3		7.0	8.3	8.9		12.8				23.8	25.5	28.2	
12.	Percentage of persons below the poverty line (in 1988)	9.4				4.3				11.9				20.5				17.7			
Recent adoption of a series of measures relating to employment policy		***Global plan*** Under the Global Plan for employment, competitiveness and social security, adopted on 17 November 1993, a series of measures concerning the labour market were taken.				***Labour market reform*** A labour market reform was introduced in mid-93 which involves the "activation" and decentralisation of labour market policy and the redistribution of employment through career breaks.				***Amendment of the Employment Promotion Law*** The Employment Promotion Law was amended in April 1994 as a result of changes in the economic and budgetary situation. This follows on from measures adopted in January 94.								During the first half of 1993 the government presented a series of proposals concerning labour market reform. In 1994 laws on labour market reforms were adopted:Law 10/1994 of 19 May on employment promotion (in force since December 1993 through urgency procedure); Law 11/1994 of 19 May amending certain articles of the Workers' Statute; Law 14/1994 of 1 June regulating temporary employment firms.			

FRANCE				IRELAND				ITALY				LUXEMBOURG				NETHERLANDS				PORTUGAL				UNITED KINGDOM			
91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94
34.8	(39.6)			27.6	(32.8)			36.4	(42.3)			37.1	(43.8)			34.9	(42.8)			32.7	(38.4)			35.8	(40.7)		
High				High				Average				Average				Average				Average				Average			
19	(23)			15	(18)			20	(27)			19	(23)			17	(22)			18				21	(23)		
53				65				71				52				54				64				47			
0	-0.5	-1.3	-0.6	-0	0,4	0.7	1,7	0.8	-0.9	-2,8	-1,2	4.2	1.8	1.7	1.0	1.5	0.8	-0.2	-0.6	0.9	-0.6	-2.3	-1.4	-3.1	-2.2	-1.2	0.8
0.7	1.4	-0.7	1,6	2.6	4.8	2,5	4,2	1.2	0.7	-0.7	1.5	3.1	1.9	0.3	1.6	2.1	1.4	0.3	1.3	2.1	1.1	-1.2	1.1	-2.3	-0.5	1.9	2.5
3	2,3	2.2	1,8	2.3	2.6	2.0	2,8	6.9	5.2	4.8	3,9	2.9	2.8	3.6	2.9	3.4	3	2.1	2.3	11.1	9.8	6.8	5.6	7.4	4.8	3.5	3.5
54.5	55.5			51.9	52.6			49.9	48.8			51.2	53.6			56.9	58			59.5	59.4			61.8	62.2		
46.2	47.3			35.1	36.8			35.5	34.5			35.5	39.1			44.3	46.1			49.1	49.5			51.6	52.1		
9.5	10	10.8	11.5	16.2	17.8	18.4	17,8	10.1	10.3	11.1	12	1.6	1.9	2.6	3.0	7.1	7.2	8.8	10.2	4	3.9	5	6.5	8.9	10.2	10.5	9.9
12.1	12.5	13.0		17.3	19.4	20.1		15.6	15.7	16.9		2.3	2.8	3.6		9.8	9.7	11.7		5.7	4.8	6.0		7.6	7.8	8.1	
16.5				19.4				22.0				11.5				4.8				25.1				15.3			
Adoption by Parliament on 20 December 1993 of a five-year law on labour, employment and vocational training. Prior to the adoption of this law, a series of emergency measures were taken in July 1993.				Adoption of a new three-year Programme for Competitiveness and Work. Adoption of series of measures/recommendations arising out of review of industrial policy and task force report on small business. Reductions made in Budget 1994 relating to social security/tax burdens on low paid work. Major new programme of Community Employment providing temporary employment opportunities, combined with modules of personal and skills development, has been embarked upon.				An agreement between the social partners adopted on 23 July 1993 substantially amended certain practices. It is expected that the new government will proceed with the implementation of this agreement.				On 8/3/94 the government convened the tripartite coordination committee to examine the conclusions of the Brussels Council. A series of measures have been proposed and adopted by the Chamber of Deputies.								Three working groups comprising representatives of several departments have been set up to examine the measures suggested by the Brussels European Council. In December 1993 (Portaria 1324/93) a set of measures (active employment policy and prevention of and fight against unemployment were adopted. These relate in particular to long-term unemployment.							

	BELGIUM				DENMARK				GERMANY				GREECE				SPAIN			
	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94
1. Improving education and training systems																				
13. Percentage enrolment from 15-18 years		95				75				75				82				78		
14. Percentage enrolment from 19-22 years		53				24				25				39				40		
15. Percentage enrolment from 23-24 years		17				14				17				16				21		
16. Knowledge of data processing (% pop. 15-24 years)	47				69				45				19				28			
17. Post-compulsory education % active pop. (> 25 years)	54.1				71.1				75.6				40.8				29			
18. Post-compulsory education % active pop. (25-34)	61.0				80.6				79.3				61.2				44			
1.1. Development of policies																				
Strategic Objectives																	The principle objective of the National Training Plan (FiP) for 1993-96 is to bring together vocational training policy and the needs of production systems, by putting in place a national system of qualifications based on vocational diplomas and certificates.			
Decentralisation	Responsibility for the content of education and vocational training rests with the communities; the delivery is managed by regional organizations.				Policy framework and aims established at national and sectoral level through trade committees; vocational training colleges and their local training committees have responsibility for the planning and delivery of training.				Initial vocational training is divided between two training agencies (dual system): enterprise and vocational school for initial training in companies federal law is in force. The LÄnder are responsible for schools. The state recognised occupations (at present 373) are defined according to labour market needs in close co-operation of federal and LÄnder governments and social partners.				Vocational training policy determined at national level. Training delivery carried out by national public authorities; education institutions and private companies.				Responsibility for training policy in the framework of the FIP rests with the national government. The regions are consulted on the FIP and the autonomous regions have responsibility for the management of initial training and training for the unemployed.			

FRANCE				IRELAND				ITALY				LUXEMBOURG				NETHERLANDS				PORTUGAL				UNITED KINGDOM			
91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94
72				78				74				86				83				67				63			
46				13				40				37				35				42				15			
14				3				21				16				14				19				6			
38				50				30				69				64				19				69			
				45.3				35.6				26.0				65.2				15.4				35.8			
				58.3				45.0				27.3				70.8				23.0				45.1			
The objective was set in 1989, that 80% of people should be educated to baccalaureate level and 100 % to craft level (CAP).				To secure 90% participation in the Educational Senior Cycle by year 2000 and to broaden the curricular content and vocational orientation of that cycle. To develop vocational education and training schemes as will ensure that skill needs for competitive business are available in the labour force. To implement training and employment programmes (involving a capacity expansion of +75% by 1997) aimed at enhancing the opportunities for the unemployed to (re)integrate into the active labour force.								Reference points are set for training policy including the time to be devoted to training; and the definition of key qualifications.				Strategic objectives are to increase: the participation of low-qualified workers in training; the participation of workers in SME's in training; the transparency of the training market.				Strategic objectives are in particular: the gradual increase of access to initial training, at least one year, leading to a qualification for all young people entering the labour market (including measures in the context of the education system as well as vocational training linked to the labour market); the development of continuing training, and a raising of the qualification levels of the workforce, in particular, the lowly qualified; workers in SMEs; workers in sectors in decline; workers affected by industrial restructuring (vocational conversion).				National targets for training and education attainment have been drawn up by employers and endorsed by government. They are measurable targets outlining minimum qualification levels for young people and adult workers.			
The legal framework is set by the state which, along with the regional councils, finances public training programmes. Priorities for training vary from region to region in accordance with needs. There is a diverse range of organizations involved in training delivery, private training bodies; public authorities, and employers.				Vocational training policy and implementation is the responsibility of the national employment and training authority FAS. Separate national authorities - CERT and TEAGASC have responsibility for training in tourism and agriculture.				The training policy framework is set at national level which outlines guiding principles, sets specific priority areas, regulates the professions and undertakes research. The regions are responsible for promoting and financing training actions covering employed and unemployed people.				Vocational training policy (inital & continuing) is the responsibility of the national Ministry of Education. Continuing training policy is developed by the National Institute for the Development of Continuing Training. Vocational training can also be organized by the professional chambers, and by municipalities; and private organizations authorized by the Minister of national Education.				Responsibility for vocational training policy is shared at national level by government, and the central federations of employers and employees. The Regional Employment Boards have responsibility for the implementation of training policy and training provision.				Responsibility for vocational training policy rests with central government and is implemented through a public national agency. The regions are consulted on training policy through regional consultative councils.				The framework of vocational training policy is set at national level and implemented through locally based Training and Enterprise Councils (TECs) in England and Wales and Local Enterprise Councils (LECs) in Scotland. There is also a wide range of private sector provision, in addition to the extensive network of publicly funded Colleges of further education, each of which is now independantly managed.			

	BELGIUM				DENMARK				GERMANY				GREECE				SPAIN			
	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94
Social partners	The role of the social partners in training is institutionalized at the federal, regional, sectoral and the enterprise level. Their functions at all levels are to set objectives, plan financing and to implement and monitor training policies.				The role of the social partners is institutionalized at the national, sectoral and local levels as well as in the firms themselves. They are involved in the planning, quality and practical content of training as well as apprenticeship exams and qualification needs. Some social partner organizations also deliver education and training courses.				The social partners' role in training policy is institutionalized through committee participation at federal, länder and regional level; works councils; in firms and through sectoral collective agreements. Their functions at all levels include advising on the preparation and the implementation of quality requirements; content and duration of training for occupations; organisation of courses; and exam requirements. Some trade associations and trade unions are also training providers.				The social partners participate in national advisory councils on vocational training policy and research relating to vocational training. They also participate in the certification committee. They have also been involved in the setting up and the implementation of the training and guidance in programmes when - training activities are innovative; - co-operation among organisations at national or transnational level is mandatory; - participants involved in training activities make a financial contribution.				The social partner organisations at national level are consulted on training policy as members of the national General Council for Vocational Training. They also have an important role in the development and approval of training plans for workers in enterprises. These plans are supported by public funds, but managed by the social partners.			
Private sector	The private sector is a provider of: initial training in an alternance-based system; continuing training for employees; and - with support from public funds - tutors and facilities for adult education and unemployed people.				The private sector is a provider of initial and continuing training in an alternance-based system for employees,, young and unemployed people.				The private sector provides initial training for young people through the alternate based dual system. Continuing vocational training is carried out in an open system with many suppliers (enterprises, associations, schools).				The private sector provides training for: young people through an alternance-based initial training dual system; and training for employees, which can be supported through public funds. It also participates in the area of research and pilot p,ojects				The FiP involves the private sector as part of the aim of linking vocational training policy to production needs. Private sector enterprises are also involved in the development of qualifications for initial and continuing training. Training plans of the public authorities, also include cooperation with the private sector in the preparation, development and implementation of training actions.			

FRANCE	IRELAND	ITALY	LUXEMBOURG	NETHERLANDS	PORTUGAL	UNITED KINGDOM
91 92 93 94	91 92 93 94	91 92 93 94	91 92 93 94	91 92 93 94	91 92 93 94	91 92 93 94
The social partners are involved in the development of vocational training policy at the national, sectoral and firm levels. They contribute towards decisions on the planning, financing and management of training at various levels, for example through collective agreements.	The social partners are involved in the strategic direction of training policy through representation on the boards of national employment and training authorities; and on industrial training committees which direct national policy at industrial sector level.	Social partners involvement is institutionalized through participation in policy committees at national and regional level. They are involved in policy - making for training quality and the relevance of training provision in meeting business needs. Some social partner organizations are also training providers.	The involvement of the social partners is ensured through the elected professional chambers. The chambers participate in the drafting of training policy and in its implementation.	The social partners are actively involved in defining/maintaining the national qualification structure in accordance with representatives of the educational field, through sectoral bodies involvement of social partners with vocational education is furthermore reflected in collective agreements, and issues like initial and continuing training and training-leave.	The social partners share with the government the responsibility for implementing the constitutional right to vocational training. Their role is institutionalized through representation at national level on the economic and social committee and the administrative council of the institute for employment and vocational training. They also develop their own initial and continuing training programmes for workers and employers.	
The private sector provides training places for: young people undergoing initial training systems; and employees.	The private sector provides initial training for young employees through an alternance-based apprenticeship system and continuing training for their employees.	The private sector promotes and finances training activities for its own employees.	The private sector participate in the training of: young people through an alternance-based initial training system; and to employees.	The private sector is a provider of training for: young people in an alternance-based initial training system, and for employees.	The private sector provides initial training for young people through an alternance based apprenticeship system, vocational schools, technological and other types of schools. They also provide continuing training for workers.	Private sector employers take the lead in implementing training policy. Employers have taken the lead in setting national targets. TECs / LECs are also led by private sector employers at the local level and at the sectoral level employers take the lead through standard setting industry lead bodies and industry training organizations. The private sector is also the principal training provider for: young people through an alternance-based youth training scheme; their employees; and in providing some training and work experience for unemployed people through publicly funded programmes.

	BELGIUM				DENMARK				GERMANY				GREECE				SPAIN			
	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94
Quality	A range of measures are used to maintain quality including: increases in skill levels; unemployed people finding work after training; quality certificates for training providers; and education inspectors.				Projects by a national evaluation centre examine different aspects of education and training quality, including : objective factors (e.g. pass rates); organisation and delivery; and user evaluation. Other measures include quality certification for training providers.				In the dual system apprentices are trained for state-recognised occupations. Contents of initial training and level of requirements are defined as minimum standards. New needs arising from economic and technological developments are taken into account in initial training through modernisation of contents and standards of initial vocational training and testing in model projects; the qualifications of training personnel; the development of dual initial training models in the tertiary sector in connection with or outside universities; the development of professional careers in middle/higher posts by linking the content and timing of initial trg., additional qualifications and continuing trg.; the introduction of language training in vocational training.				Applications from private enterprises for training programme subsides are evaluated on a set of criteria, including: the relevance of the training to the objectives of the enterprise; the training materials, method, content and duration; and the availability of instructors. Quality will be increased through certification of programmes by authorised organisations minimum standards for training providers have also been established.				Quality will be assured by: the creation of an Interministerial Unit for Vocational Qualifications to update qualifications; the network of National Centres for Vocational Training which is responsible for innovation and the development of training courses for trainers; the creation of Centres for Training, Innovation and Development of Vocational Training, to analyse content, develop curricula and organise the training of teachers; minimum standards for training providers; programmes of vocational guidance; and periodic evaluation of the training system.			

FRANCE				IRELAND				ITALY				LUXEMBOURG				NETHERLANDS				PORTUGAL				UNITED KINGDOM			
91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94
Quality control systems are being developed with a view to establishing clear terminology of training provision; analysing the relevance of training provision; clarifying the nature of training services. Also minimum standards for training providers are being introduced.				A Training Programme specification standard assures quality in training design and covers: objectives; instruction methods and materials; and assessment systems. A national Standards Committee oversees quality management and policy. There is also some inspection and certification for external training procedures.				Evaluation of training programmes - in particular those supported by the European Social Fund - is being carried out. A number of evaluation initiatives have been launched to develop and compare evaluation models.				"Total quality" is being developed in the context of training and ISO standards are applied to some training courses. Other evaluation methods are being examined.				Legal regulations and guidelines are set covering the quality and organisation of training. In addition to the traditional inspectorate, visits by "outside peers" are encouraged to assess the quality management by the institutes themselves, access to the job of trainer is traditionally based on a set of qualifications unilaterally defined by the Minister of education. These qualification requirements are to be developed from profession profiles by representatives from the education field quality control is decentralized to the level of institutes, within the framework of legal regulations/guidelines.				Quality is maintained through legal provisions and guidelines setting minimums in particular for initial training there are reference frameworks to ensure quality, work has been started on establishing current needs to regulate the training market, with a view to introducing a certification system for vocational training.				Providers of training for government programmes have to be approved; other training is measured through the outputs in terms of national vocational qualifications achieved by participants.			

	BELGIUM				DENMARK				GERMANY				GREECE				SPAIN			
	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94
1.2. Promotion of life-long learning																				
Provision	Basic and initial education programmes for adults; adult education for personal development; education for social advancement (evening and week-end courses in general and vocational education); training programmes for employees and unemployed people and for self-employment; support for training in SME's.				Basic or advanced education and training for adults; open education courses (part time further general and vocational education); public training provision for skilled and semi-skilled workers; enterprise - oriented courses to meet specific business needs; training "offers" to unemployed people; self-employment support programmes.				Continuing training and general education measures for adults with few qualifications; in-school continuing training for trade and technical specialisms; advanced and further training for employees; training measures for unemployed people; and support for training in SME's.				Adult further education and vocational training programmes for: employees to improve career prospects; low qualified workers; and unemployed people.				Initial training is concentrated in education centres situated throughout the country. Continuing training can also be provided at these centres.			
Promoting Access	Paid study leave for approved general or vocational education for workers. Employers costs are (fully or partly) covered by public funds. Tax relief for individuals for training expenses; payments and bonuses for unemployed people whilst training. Measures to promote training for "risk groups" - people with disabilities; workers under threat of unemployment; long-term unemployed; older workers. Reduced social security contribution for employees recruiting workers to train. Training levy on employers of 0.15 % of wage bill (1993-94).				Free access to many continuing training courses and programmes; up to 1 year's leave on approved adult education or vocational training courses, trainees receive unemployment benefits (which can be supplemented by the employer); adult employees with low educational attainment can take part in general and vocational education courses during working hours. Training for "risk groups" - people with disabilities; ethnic minorities. Payment for unemployed people whilst training.				Nine Länder have educational leave laws implemented through collective agreements. Most provide 5 days per year. Federal and Länder grants are available for investments in training facilities and for individuals. Special "target groups" for training support are: the long-term unemployed; older workers; younger workers; and workers in SME's. Payment for unemployed people whilst training.				Access to training is a matter determined by agreements between employer and employees. Free access to many vocational training programmes and the payment of grants to trainees. Special target groups for training include: people with disabilities, ethnic minorities and the low-qualified . Increase of traditional professions (handicraft, silversmithery etc.) training in specialities leading to employment. Tax exemptions for training for certain qualifications. Training levy on employers of 0,2 % (1993) of the wages bill, refunded on the implementation of approved training programmes. Further co-operation with the social partners is developing access to continuing training throughout working life.				Access to initial training is assured through the provision of information to those seeking training and through the growing number of training centres. The majority of secondary education institutes also provide vocational training. Access to continuing training is assured through collective agreements. To promote and stimulate these agreements, the National Agreement on Continuing Training, signed in 1992, provides for part financing by public funds of the costs of training plans in enterprises or joint training plans (involving several SMEs) for SMEs with less than 200 people. The link between initial and continuing training is ensured by the connection between the diplomas for initial training and the certificates for adults participating in training at different stages throughout their working life. Workers also have a right to training leave for vocational education.			

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Vocational training programmes for employees and unemployed people; basic education and training programmes for low-qualified adults; education for social and cultural advancement; support for training workers in SMEs.				Training measures for basic adult education; training of employees - in particular, those affected by industrial change; low-qualified employees; workers in SME's, employees in new industries locating in Ireland; and managers. Further training measures for unemployed people and for training for self-employment.				Evaluation of training programmes - in Training programmes for unemployed people and workers affected by industrial change in disadvantaged areas where there is a serious imbalance between labour supply and demand. In company and further vocational training programmes for employed people in other cases where there is an imbalance between labour supply and demand.				Training programmes for: basic education for adults, long-term unemployed people with no professional qualifications; job-seekers wishing to return to the labour market or change jobs; job seekers with professional qualification who have difficulties in finding a job in line with their skills and expectations.				The provision of adult education is combined between publicly funded and commercial educational services. Distinction is made between "second chance education and training" (disadvantaged target groups), schooling of the (long term) unemployed, schooling of active labour force and "adult education for personal consumption". Government policy is directed at stimulating transparency of the market of (publicly/privately funded) educational services for adults.				Basic and secondary education for adults; training courses for: employed and unemployed people; management training for small and medium-sized enterprises and co-operatives.				Employers are encouraged on a voluntary basis to develop their employees. The Investors in People standard sets a benchmark. There is extensive provision for training and vocational education for young people and adults, including the unemploye, and covering vocational skills, enterprise training, and basic skills delivered via traditional courses and by open and flexible learning.			
Rights to training and a recognized qualification and to paid leave for vocational education and training activities included in the enterprise training plans. Duration and terms subject to agreement between employer and employee. Training credits for training leave are being developed. Priority public training provision for: long term unemployed people and older workers. Business training plans must indicate the priorities for training and cite activities for training for low-qualified workers; management of working time and training; and financing. Tax relief for business and individuals on certain types of training expenditure. Payments for unemployed people whilst training.				Training grants to firms submitting satisfactory training plans. Levy-grant system with rates varying by industrial sector ranging from 0,25 % to 1,25 % (1992). Refunds provided in the basis of a satisfactory testimonial of training carried out from the Chief Executive of the enterprise. Priority groups for publicly funded programmes are long-term unemployed people and people with disabilities. Payments for unemployed people whilst training.				Legal framework provides for a right to continuing training. Agreements between social partners at national, regional and company-level provide structures to promote access including special leave for professional training during working hours. Reduction in employment costs for young people undergoing training. Payments for unemployed people whilst training.				Some sectoral collective agreements provide for paid special leave for training to further the interests of the enterprise. Negotiations are underway at national level on regulating access to and exercising the right to training. Priority groups for public training measures include the long-term unemployed, people with disabilities, workers affected by industrial change. Payments for unemployed people whilst training.				Training leave is implemented through collective agreements. On average one to three days per year are granted, but in exceptional cases leave can be for between eight and ten days. Priority groups for publicly funded training measures are low skilled workers; long-term unemployed people; ethnic minorities; people with disabilities and workers in small and medium-sized enterprises. Grants are available for unemployed people whilst training.				Access to vocational training is a constitutional right. Financial support for training can be provided for unemployed people and unpaid training leave for those at risk of losing their jobs. Special training measures have been implemented for the long-term unemployed people with disabilities; ethnic minorities; and workers affected by industrial change.				Access to training and to paid training leave are matters for agreement between employers and employees. Tax relief and subsided loans are available to individuals paying for training leading to national vocational qualification. "Investors in People" initiative promotes the integration of training into company plans and objectives. Allowances paid to unemployed people whilst training. Those eligible for public training programmes include: people with disabilities; ethnic minorities; people in large scale redundancies; and labour market returners.			

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	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94
Equal Opportunities	Equal opportunities are promoted through positive actions for women including information and advice; training in non-traditional occupations; and support for women with children.				Measures to promote equal opportunities include a one year vocational education and training programme for women.				Equal opportunities measures include support for women with few qualifications and advice and guidance to re-integrate into working life after an absence from the labour market.				Equal opportunities are promoted through increasing support for women with children or other responsibilities. Training for people with special needs.				In the FiP Priority is given to women returning to the labour market after a long absence. They are also given priority in the "Plan for Training and Occupational Integration" which focuses upon the unemployed. This plan applies the principle of equality in the selection of trainees.			
1.3. Adapting to change																				
Skill needs	Skill needs research undertaken by the Communities includes: vacancy analysis; analysis of programme take-up; labour market / education study groups on specific issues.				Trade and branch committees study training and qualification needs through qualification analysis and close contact with companies on training and skill needs.				Skill needs and assessments are carried out by the Federal Government and the training authority analysing training behaviour, qualification profiles and labour conditions. Other forecasts are commissioned examining the demographic changes and labour needs.				Skill needs are assessed by tripartite committee in each prefecture, which is organised by OEEK. Skill needs research is carried out by OEEK in the field of the EC programme FORCE.				A system of skill needs analysis has been introduced which includes sectoral studies to examine the characteristics of production processes and the changes in occupations. On the basis of these studies training provision is revised. The training needs of jobseekers are also evaluated in the light of training provision, in order to target provision more effectively.			

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Business training plans must indicate action being taken to promote equality of opportunity. Modular training provision for women returning to the labour market. Pilot projects are being undertaken examining diversification of vocational programmes for women.	Positive action measures in particular advice and re-training provision to help women re-integrate into the labour market after a period of absence.	The legal framework provides for positive actions in the field of equal opportunities and seeks to promote: improved participation of women in training; integration of women in occupations where they are under-represented; reorganisation and more flexible working arrangements.	Publicly funded training measures to help women who wish to return to the labour market after a period of absence.	Next to segregated services directed at qualifying women for the labour market, educational policy also aims at equal opportunities within the initial education and training system. Policy on equal opportunities is not restricted to gender issues, but is also directed at opportunities of disadvantaged target groups like migrants, handicapped and people with insufficient qualifications.	Training measures target young and adult women to assist their personal and vocational development. Activities include : basic vocational training and education; training in management and new employment fields; and in non-traditional professions.	Training provision seeks to be flexible to reconcile domestic responsibilities, and facilitates part-time participation and provides support for child care costs. Those eligible for publicly funded training provision is given to labour market returners and lone parents. Training provision includes: confidence building; job search techniques; training courses including in management and non-traditional occupations.
Studies of skill needs are undertaken in sectors identified in consultation with the social partners. These focus upon future economic developments and their impact upon qualification needs. A network of regional employment and training observatories also provide statistical information on training activity and undertake studies into training and qualifications needs.	Future skill needs are assessed through the occupational manpower forecasting model. This currently provides forecasts for the period 1991-96 and examines demographic trends, sectoral composition of employment, changing qualification needs, labour demand and occupational profiles. Other studies of skill shortages based on vacancy analysis are carried out. Sectoral manpower studies aim to identify manpower and training needs over a 5-10 year period.	Some regions have forecasting models for skill needs. An agreement with the social partners foresees the development of bilateral organizations dealing with research on training requirements and future design of training standards.	The National Institute for the Development of Continuing Training undertakes, together with the professional chambers, analyses of training activities and methodologies of continuing training.	Through active involvement of sectoral social partners in defining standards for qualifications, the national vocational qualification structure is updated to adapt to qualitative changes in skill needs.	An analysis of the qualification needs has been developed at national level for the medium and long-term taking into account; professional groupings, labour forecasts in different sectors; and above all new vocational profiles. Short-term skill and training needs of businesses is established through data collected from companies (the latest information relates to 1993-95).	An annual analysis of labour market skill trends is undertaken based on changing occupational structures within sectors; there is regular analysis of skill needs at sector level to feed into competence based qualification standards; local labour market research is carried out by TECs / LECs and shared with colleges of Further Education; and some skill needs analysis is undertaken by employers.

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Application of new tecnologies to training					Computer-based training and interactive video materials used by some employers and training providers in the public sector. In the public sector new learning forms and methods are under development.				Distance learning materials are being developed, including multimedia learning programmes and interactive systems. Technological changes are taken into account in the revision of training content and qualifications.				During the last year the use and the application of new technology is an integral part of the secondary education. A distance training programme is being developed by OEEK, linking three I.V.T.s.				Training courses incorporate both the theory and the use new technology. New training techniques using new technology are tested in special centres, before being disseminated and applied more generally.			
Industrial Change	Workers effected by industrial change are an "at risk" group and a priority for re-training through publicly funded masures and programmes.				Workers affected by industrial change are a priority group for re-training through publicly funded measures and programmes.				Publicly funded measures provided to retrain workers affected by industrial change who are a priority group. An action plan for retraining and workers has been implemented in the new Länder.				Workers affected by industrial change are a priority group for support from publicly funded training measures.				The FiP takes into account workers who are threatened by industrial change. The National Agreement on Continuing Training provides financial support to requalify workers threatened by unemployment.			

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91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94
Developments in new technology taken into account in reassessing qualifications. A research centre at the use of new technology in education is being established.												The Public Research Centre stimulates and undertakes research and development activities and carries out activities organizing technology transfer between public and private sectors. It also advises companies on the implementation of new technologies and the dissemination of information as well as providing some training courses for executing to update their knowledge of new technologies.				A Government initiated programme called PRESTO (1992-1994) has increased the application of new technologies in vocational training considerably. Links with associated european actions have been established, to be continued from 1995 onwards in synergy between LEONARDO/Community Initiatives/R&D- Programmes of the EU themes linked with new opportunities of telematics (like access of educational institutes to electronic highway) are currently prioritized.				Particular importance is given to the integration of new technology into education and training programmes, as well as to specific training in new technology.				New technology has been used to develop an infrastructure for open and flexible learning. Activities include the production of materials such as texts, audio and video tapes and technology based training products; consultancy and training needs analysis for companies developing customed learning materials and systems. Broadcasting and open learning methods are used through the Open University, Open Polytechnic and Open College. Higher education business partnerships supported to facilitate technology transfer, further training and exchanges between the science base and industry.
Workers threatened by industrial change are a priority group for publicly funded re-training programmes.				Workers affected by industrial change are a priority group for publicly funded training provision.				Workers affected by industrial change are a priority group for publicity funded re-training measures.				Workers affected by industrial change are a priority group for publicly-funded training measures.				Policy regarding innovation of vocational training is moving towards an integral policy for further development of the national "knowledge infrastructure" is an international perspective. A priority issue is "transference" of R&D-Results to the labour force through initial and continuing training. Furthermore the importance of "key qualifications" is being increasingly stressed in view of the need for lifelong learning.				Workers affected by industrial change are a priority group for support from publicly funded training programmes.				Consultancy and advice is available to companies undergoing industrial change. Workers in large-scale redundancies can receive immediate access to publicly funded training courses.			

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2 - 3. Greater internal and external flexibility - Reorganisation of employment																				
Situation																				
19. Temporary employment (% of total employment)	5.1				11.9				9.5				14.7				32.2			
20. Self-employment (% of total employment)	14,9	15.1			9	8.8			9.2	8.6			35.2	35.4			20.4	21.3		
21. Undeclared employment % of GDP (1988)	5-10				<5				<5				>10				>10			
22. Productivity (000 Ecu)	42.13	45.05	47.61	50.68	41.52	43.45	46.13	48.34	37.67	41.82	45.67	48.19	15.65	16.31	17.10	17.86	32.49	34.21	32.85	33.08
23. Early retirement (% of employees over 49 years of age)	1.93				0.35				1.39				0.30				0.64			
24. Length of service average, median									10,4 years		7,5 years						9,8 years		6,3 years	
25. Average weekly working hours	38	38			35.1	35.4			38	38.2			43.8	44			41.1	40.9		
26. Part-time employment (% of total employment)	11,8	12.4			23.1	22.5			15.5	14.5			3.8	4.8			4.7	5.8		
27. Involuntary part-time employment (% of active population)	2,9				3,4				0,3				2.5				1.1			
28. Hourly wage costs in Ecu	18.78				17.72					22.89				7.33			12.95			
29. Annual wage variation	8.0	5.8	4.8	3.3	4.7	2.8	2.4	2.4	5.8	10	4.3	2.2	15.6	8.3	11.7	11.2	8.2	8.5	7.2	4.6
30. Proportion of workers earning less than 66% of the median wage	5 (1988)								13 (1986)								19			
31. Rate of trade union membership	67.5				90.5				41.8	38.5			36.7 (1985)				15.1	17.8		
Separation of legislation/collective agreements and state intervention	Close overlap of legislation and collective agreements; state involvement depending on the nature of the problem.				Autonomy of social partners, but substantial state intervention in incomes policy.				Law on collective agreements; principle of no state involvement				Social partners closely associated with the parties; almost exclusively state regulated.				Autonomy of social partners; State participation in tripartite agreements.			
Coordination between collective agreement levels	The multi-industry agreement offers a minimum basis; additional benefits granted by the company or the sector				The multi-industry agreement encompasses sectoral agreements				Coordination between sectoral and company agreements								Interlocking: the multi-industry agreement encompasses the sectoral agreement, which encompasses the company agreement.			
Main collective agreement level	Multi-industry and sectoral.				Sectoral				Sectoral.				Sectoral.				Sectoral			

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10.1				8.3				5.4				2.7				7.7				13.7				5.3			
12.6	12.5			21.5	22.4			24.3	25.6			9.2	9.1			9.8	10.2			26.4	23.9			13.1	12.6		
5-10				5-10				>10				<5				<5				>10				<5			
43.03	45.66	48.55	50.54	32.10	34.17	34.16	36.49	39.65	40.51	37.46	39.32	38.37	40.72	42.23	44.44	44.42	46.51	49.70	51.72	14.19	17.45	17.65	18.19	31.69	32.01	32.29	34.55
1.07				0.12				0.19								3.11				0.09				0.19			
10,1 years		7,5 years														7 years		3.1 years						7.9 years		4.4 years	
39.1	38.8			42.4	41.9			39.8	39.6			39.9	39.8			32.8	33.1			42.4	42.6			38.6	38.1		
12.1	12.7			8.4	9.1			5.5	5.9			7.4	6.9			32.7	34.5			7	7.3			22.2	23.5		
0.3				2.7				2.1				0.3				7				1.5				2.2			
					12.44												19.22				4.64				13.21		
4.4	3.6	2.7	2.1	4.7	5.5	5.8	4.0	8.7	5.7	3.6	3.5	4.3	5.8	4.7	4.8	4.3	4.6	3.1	2.4	17.2	13.9	7.7	6.2	8.1	5.9	4.2	3.3
14				18				14,5								11 (1988)				12 (1985)				20 (1989)			
10.6				49.5 (1988)				65.7				46.1 (1989)				27.1	28.6			49 (1987)				43.1			
Legislation important; centralised system; increasing autonomy of social partners (Auroux laws).				Voluntary collective national agreements under State auspices.				Law supporting collective bargaining; increasing State involvement.				Close overlap of legislation and collective agreements				Overlap of legislation and collective agreements; recent decrease in State's role.				Principle of autonomy of partners; State's role still important.				Legislation plays a minor role, but individual agreements very important; no State involvement; principle of bipartite agreements.			
Attempt to clearly separate the levels (via the Auroux laws).				The multi-sectoral agreement encompasses the sectoral agreement supplemented by a company agreement.				Attempt to achieve genuine complementarity between sectoral and company agreements.								A multi-industry agreement is increasingly less likely to encompass a sectoral agreement											
Sectoral				Primarily national in recent years.				Sectoral				Sectoral and company.				Sectoral and company.				Sectoral				Sectoral and occupational category, increasingly at local lad.			

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	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94
2.1. External flexibility																				
Probationary period	Blue-collar workers: 14 days; White-collar workers: 6 months; if pay > FB 1.005.000: 12 months.				White-collar workers: 3 months - 14 days' notice required.				Not laid down by law; not normally longer than 6 months.				2 months				Managerial staff: 9 months; Technical staff: 6 months; Other workers: 2 months.			
Period of notice	Blue-collar workers: 7 days after 6 months' service; 28 days after 20 years' service; 56 days after over 20 years' service; White-collar workers: statutory period of 3 months for each period of 5 years' service, subject to a minimum of 3 months. The period may be extended by collective agreement.				Blue-collar workers; no statutory period, but generally included in collective agreements; White-collar workers: min. 1 month for 6 months' service or less; max. 6 months for workers with more than 9 years' service.				Minimum period of 4 weeks; for notice given by employer: 1 month after 2 years' service, 2 months after 5 years, 3 months after 8 years, 4 months after 10 years, 5 months after 12 years, 6 months after 15 years, 7 months after 20 years. Period may be extended or shortened by collective agreements or extended by individual agreements.				Blue-collar workers: no statutory period of notice; white-collar workers: from 30 days after 2 months' service to a maximum of 24 months after 28 years' service.				30 days.			
32. Average redundancy pay	22 weeks' pay (employees)				up to 13 weeks' pay. (Subject to certein conditions)				13 weeks' pay (estimate).				29 weeks' pay.				43 weeks' pay.			
Collective dismissal	Subject to the provisions of the European Directive; case law and the National Labour Council play significant role. Importance of collective bargaining within companies: this often makes it possible to award additional compensation in excess of the statutory minima and the widespread use of early retirement as a means of softening the blow.				Subject to the provisions of the European Directive.				Subject to the provisions of the European Directive, important provisions include the part 3 of the Protection against Dismissal Act and the provisions on changes in the enterprise in the Constitution of Enterprises Act. Social measures are taken at company level, including in particular compensation for the workers concerned.				Subject to the provisions of the European Directive.				Is aligned on the 1975 European Directive.			
33. Fixed-term contracts																				
regulation	yes				no				yes				yes				yes			
restrictions	no				no				yes				yes				yes			
max. duration	no				no				18 months				no				36 months			
renewable	no				yes				yes (on objective grounds)				twice				yes			
allowance on termination of contract	no				no				no				no				yes			
possibility of fixed-term contract	yes				no				no				yes				yes			

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White-collar workers: 3 months; Others: 2 weeks or 1 month depending on the length of contract, customary practices or agreements (collective or individual).	No statutory provisions, though a period of 6 months is often used as a basic criteria.	Statutory provision: 6 months.	Between 2 weeks and 6 months. Exceptions: must not exceed three months for low-skilled workers and 12 months for employees whose gross monthly earnings reach a certain level.	2 months	Domestic staff: 2 months; highly skilled staff: 6 months; Others: 15 days.	No statutory provisions.
1 month after 6 months-2 years' service; 2 months after more than 2 years' service.	1 week after 13 weeks' service to 8 weeks after 15 or more years' service.	No statutory provisions concerning period of notice. Determined by collective agreements.	2 months after up to 5 years' service, 4 months after 5-10 years' service, 6 months after 10 years' service and above.	For workers paid on a weekly basis, one week; for workers paid on a monthly basis, one month. This minimum period is extended to 3 weeks for workers aged over 50 after at least 1 year's service. Additional period: 1 week per year of service exceeding 21 years' service + 1 week per year of service exceeding 45 years' service. (Amendments proposed).	60 days in cases of collective redundancies and redundancies due to abolition of job or failure to adapt.	1 week after 1 month's to 2 years' service; 1 week per full year (max. 12 weeks) after 2-12 years' service. All employees acquire the right to a statutory redundancy payment after a qualifying length of service with the employer, generally two years.
17 weeks' pay	8 weeks' pay	45 weeks' pay. One month per year of service.	Average pay: 1-3 months' pay for blue-collar workers and 1-12 months' pay for white-collar workers after 5 years' continuous service with the same employer.	11 weeks' pay	10 weeks' pay One month's pay per year of service. Minimum duration: 3 months.	21 weeks' pay
Subject to the provisions of the European Directive; need for a redundancy programme and monitoring of the programme. The government pays great attention to the content of redundancy plans proposed by semi-public undertakings.	Subject to the provisions of the European Directive. At least 30 days' notice must be given to the Minister for Employment and Enterprise and the industrial representatives if 20 or more people are employed.	Multi-industry agreement of 1965: grounds for redundancy could be technical development, the economic crisis, restructuring; no reference was made to the number of redundancies. Since 1991 more specific rules authorising redundancies in association with the European Directive.	The 1992 European Directive was transposed into national law in 1993. Collective dismissal is defined as the dismissal of 7 workers within a period of 30 days or 15 workers within a period of 90 days.	Subject to the provisions of the European Directive.	Subject to the provisions of the European Directive.	Subject to the provisions of the European Directive.
yes	no	yes (Proposal in July 1994)	yes	yes	yes	no
yes	no	yes	yes	yes	yes	no
18 months	no	6 months	24 months	no	36 months	no
twice	yes	no	twice	once	twice	yes
yes	no	yes	no	no	yes	no
yes	no	yes	yes	no	yes	yes

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	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94
34. Temporary employment contract																				
regulation	yes + collective agreements				no				yes				Temporary employment agencies are prohibited				Temporary employment agencies have been regulated by Law 14/1994 of 1 June (see 'recent measures").			
regulation of temporary employment agencies	yes				yes															
restrictions	yes				yes				yes											
max. duration	3 months				3 months				6 months											
renewable	once				yes				yes											
allowance on termination of contract	no				no				no											
Other types of regulated contract	- for a specific job - replacement (max. 2 years) - training (max. 1 year, 90% pay) - apprenticeship				- apprenticeship				- for casual or intermittent work - apprenticeship				- apprenticeship				- for workers carrying out casual or intermittent work, - apprenticeship and training contracts; - job takeover contracts with public administration for services of social importance; - conversion of apprenticeship and training contracts into open-ended contracts; - open-ended contracts for certain groups (young, disabled, women in occupations where they are under-repreeented, wokers over the age of 45).			
Early retirement	***Contractual bridging pension*** Possibility of early retirement at the age of 58 (57 in some cases) if replaced by a wholly unemployed person, with payment of unemployment benefit and a supplementary amount paid by the employer. In the case of enterprises in difficulty or being restructured, the conditions relating to age, notice and replacement may be changed.				***Early retirement pension*** Pension for persons aged over 50 for social and health reasons. ***Voluntary early retirement allowance plan (VERPS)*** Enables workers and unemployed people aged between 60 and 67 who have paid contributions into an unemployment insurance fund to benefit from voluntary early retirement. Employers and the state also contribute to unemployment insurance funds. ***Temporary allowance*** Possibility for the long-term unemployed aged between 55 and 60 to withdraw partially or wholly from the labour market.				***Early retirement pension*** Men and women who have reached the age of 63 (or 60 in the case of invalidity) and have paid insurance contributions for 35 years, or who have reached the age of 60 and have paid 180 months' contributions provided that they have been unemployed for one year during the past 18 months and have paid compulsory contributions for 8 of the past 10 years. For women aged 60 who have paid contributions for 180 months and have paid compulsory contributions for more than 10 years after the age of 40.				***Early retirement pension*** From 1.1.93: for insured persons aged 60 in difficult or unhealthy employment; for persons aged 60 with a reduction of 1/200 for each month up to the age of 65; for women aged 50 if they have paid contributions for 20 years and have children, with or without reduction according to age and the number of children.				***Early retirement*** At the age of 64 with 100% of pension rights. ***Early retirement/restructuring*** Pursuant to the law on industrial restructuring, possibility of early retirement funded by restructuring plans.			

FRANCE				IRELAND				ITALY				LUXEMBOURG				NETHERLANDS				PORTUGAL				UNITED KINGDOM			
91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94
yes				no				Temporary employment agencies were prohibited until the implementation of the social pact in July 1993. This type of contract is being examined by parliament.				yes				yes				yes				no			
no				yes																				yes (but being abolished - see "deregulatory measures")			
yes				no								no				no				yes				no			
18 months				no								no				6 months or 100 hours				12 months				no			
twice				yes								2x if <24 mths + interval between				yes				no				yes			
yes				no								no				no				yes				no			
- employment-solidarity; - further training and training apprenticeships; - part-time.				- apprenticeship.				- solidarity, - apprenticeship.				- apprenticeship				- apprenticeship - existence of other "grey" types associated with flexible working conditions				- apprenticeship, - work on commission - homeworking - domestic work				(The different types of contracts are not regulated by statute) - apprenticeship - community programmes - zero hours contracts, where the worker attends as and when the employer wishes.			
Early retirement Costs met by the State from 56 years and 2 months (exception 55 years), subject to certain conditions, in particular length of payment of social security contributions.				***Early retirement*** A special means-tested allowance is payable to the long term unemployed in 55-66 age category.				***Early retirement*** Workers in sectors of the economy in crisis may request early retirement 5 years before the usual age (10 years in the steel industry).				***Early retirement*** Early retirement pension enabling companies to solve the problem of structural overstaffing and to balance the age structure of staff within the company. The pension is paid by employers and partly reimbursed by the employment fund.				***Early retirement*** Possibility of early retirement in collective agreements of occupational sectors.				***Early retirement*** Retirement of unemployed people aged 60. If the unemployed are aged 55 or more when the unemployment benefit is granted, it is paid up to the age of 60.				***Early retirement*** Minimum ages only apply to entitlement to the state pension (see retirement). The age when the employee stops work is a contractual matter for employers and employees to agree, provided they do not discriminate unlawfully, for example on the grounds of sex, race or for trade union reasons.			

	BELGIUM				DENMARK				GERMANY				GREECE				SPAIN			
	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94
35. Retirement																				
minimum age	between 60 and 65				67				65 in principle				65				65			
full pension (single person) as % of earnings	73				60				77				107				100			
minimum pension as % of earnings	47				52				39				8				32			
cumulation with earnings	subject to certain conditions				subject to certain conditions				possible				reduced pension				no			
Short-time working due to economic or unforeseen circumstances	***Temporary lay-offs*** Days or half-days during which the contract is suspended. 60-55% of pay ***Lay-offs due to bad weather in the construction industry*** Supplementary assistance on the basis of an agreement and a joint fund in the construction industry.				***Short-time working*** No specific definition in practice; minimum 7.4 hours' reduction per week ***Lay-offs due to bad weather or a shortage of raw materials*** Workers who are members of an unemployment insurance fund are entitled to daily allowances.				***Short-time working*** (Kurzarbeitergeld). An allowance is paid to workers who are obliged to reduce their activity for economic reasons or unforeseeable circumstances, subject to certain conditions (1/3 of workers affected, 10% reduction in working hours, etc.). This measure has been widely used in the new Länder. ***Promotion of employment in the construction industry and bad weather allowances*** Subsidies for workers so that they can keep their jobs in winter. Bad weather allowance for workers who suffer loss of work (till end of 1996).				***Subsidy for hotels*** To maintain employment in winter, subject to certain conditions. ***Special lay-off allowance*** To increase the earnings of seasonal workers, those affected by bad weather or unforeseen circumstances.				Situation in which daily working hours or the number of working days are reduced by at least 1/3 in relation to hours normally worked, with a proportional reduction in earnings.Benefit is reduced in proportion to the reduction in working time.			

FRANCE				IRELAND				ITALY				LUXEMBOURG				NETHERLANDS				PORTUGAL				UNITED KINGDOM			
91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94
60				65				60(M)/55(W) +5 in 10 years				65				65				65 (men) 62 (women)				65 (men) 60 (women)			
88				42				89				78				49				94				44			
46				35				19				46				49				30				31			
				no				under certain conditions (the entire social security policy is being reviewed).				possible				possible subject to certain conditions				possible				possible			
Reduction in the number of hours normally worked to below the statutory limit for economic, unforeseeable or technical reasons.				Short-time working: the number of days worked during a weekly period of work is temporarily less than normal for the job concerned.				a) Supplementary payment in the event of a reduction or interruption of the company's activities owing to reasons specific to the company or for temporary difficulties (ordinary supplement). b) Supplementary payment in the event of an economic, sectoral or local crisis, reorganisation or restructuring of the company (extraordinary supplement).				Reduction in normal working hours or in the number of days in the normal working week.				No specific definition.				None.				Any day on which no activity is carried out and which would have been a working day under normal circumstances.			

	BELGIUM				DENMARK				GERMANY				GREECE				SPAIN			
	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94
Recent measures	***Fixed-term contracts (Law of 30 March 1994)*** Greater flexibility of fixed-term contracts: possibility of successive contracts (maximum of four during a period of 2 years max. and 3 years for contracts of at least 6 months). ***Contrat d'emploi-tremplin (insertion contracts)*** Period of notice of one month for newly employed persons under 30 instead of the statutory minimum. ***Period of notice*** for white-collar workers whose annual salary > FB 1.728.000, ex ante definition of periods of notice.				***Dismissal*** New time limits for notice regarding dismissal (prolonged from 30 to 77 days).				***Short-time working*** The employer is responsible for the social charges relating to short-time working allowances from the first day onwards. ***Bad weather allowances*** No allowance will be payable for the first hour of a day on which no work is done The social charges will be the employer's responsibility. Bad weather allowances will be payable for the last time for the period up to 31.12.1995. ***Fixed-term contract*** Prolongation of fixed-term employment up to the year 2000.								***Temporary work*** Law 14/1994 of 1 June regulates the activities of temporary employment firms. Its aim is to establish the legal requirements for such firms and ensure that workers' rights and social protection are maintained. The Law lays down the conditions under which users firms may have recourse to the services of temporary employment firms. ***Collective redundancies*** Reform introduced by Law 11/94: - Acceptable grounds are extended to include organisational and production aspects (in addition to economic and technological reasons). - Allowance: 20 days' wage per year of service, up to a maximum of 12 months. - Minimum threshold is fixed on the basis of the number of workers affected over a 90-day period: - 10% in firms with fewer than 100 workers; - 10% in firms with 100 - 300 workers; - 30% in firms with more than 300 workers. - Authorisation is still required, but the procedure is more flexible so as to reduce the time needed for consultations and negotiations.			

FRANCE 91 92 93 94	IRELAND 91 92 93 94	ITALY 91 92 93 94	LUXEMBOURG 91 92 93 94	NETHERLANDS 91 92 93 94	PORTUGAL 91 92 93 94	UNITED KINGDOM 91 92 93 94
Restriction of cumulation of employment and retirement pension Existing regulations restricting the cumulation of a retirement pension and a job will remain in force until 31/12/98.	***Written contract*** The Terms of Employment (Information) Act 1994, giving effect to the EU Directive obliging the provision of a detailed written contract for all workers came into effect from 16 May 1994. The Act will oblige employers to provide a written statement of particulars of terms of employment within two months of the date of commencement of employment. ***Small business and services*** A series of recommendations concerning some regulations which unnecessarily inhibit enterprise are being studied by a new unit for the promotion of small business and services. ***Temporary Employment Contracts*** Persons working for temporary employment business have been accorded the same protection as employees under the Unfair Dismissals Act 1993, the Terms of Employment (Information) Act 1991. ***Fixed Term Contracts*** The Unfair Dismissals (Amendment) Act 1993 provides that the adjudicative authorities may examine any second or subsequent fixed-term contract to ascertain whether the fixed nature of the contract was intended to avoid liability under unfair dismissals legislation. In such cricumstances a claim for unfair dismissal may be heard by the adjudicative authorities.	***Fixed-term contract*** (Art. 23 of Law 56/87) Permitted in collective agreements signed with the trade union organisations most representative at national level. The percentage of workers who may be employed on such contracts compared with workers on open-ended contracts is fixed. ***Part-time contract*** (Art. 5 of Law 1863/87) Regulated by national collective agreements, may be converted into full-time contract at employer's request.	***Temporary work*** Regulation of temporary work and temporary hiring of labour.	***Dismissal*** Abolition of the rule enabling companies to dismiss older workers first.	***Minimum retirement age*** From 1/1/94 gradual increase in retirement age for women to 65.	***Trade Union Reform Act*** The Trade Union Reform and Employment Rights Act 1993 gave individual employees: - improved rights to a written statement of employment particulars and to an itemised pay statement; - improved rights to maternity leave and protection against dismissal for a maternity related reason; - protection against victimisation for taking certain specific types of action on health and safety grounds; - protection against dismissal for asserting a statutory employment right. The Act made clear that it is lawful for an employer to offer his employees financial inducements to encourage them to change their negotiating arrangements - for example to change from collective bargaining arrangements to a system based on personal contracts. The Act also abolished the remaining Wage Councils.

	BELGIUM				DENMARK				GERMANY				GREECE				SPAIN			
	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94
																	Objective redundancies - Cover workers made redundant individually on economic or technological grounds (or if thresholds for collective redundancies not reached). - Allowance: 20 days'wage per year, up to a maximum of 12 months. - Period of notice: 30 days.			
Measures being prepared					***Early retirement (Delefterlon)*** From 1/1/95, people aged 60-66 will be able to take partial early retirement. Working time must be reduced by at least one quarter and constitute a minimum of 12 hours per week. The partial early retirement allowance for each hour of work cut out amounts to a flat-rate sum of DKR 56.35, i.e. 82% of 1/37th of the weekly amount of the highest unemployment benefits.												Implementing regulation on temporary employment firms and temporary employment conditions.			

FRANCE				IRELAND				ITALY				LUXEMBOURG				NETHERLANDS				PORTUGAL				UNITED KINGDOM			
91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94
				Collective dismissal Under the current tripartite agreement, the Programme for Competitiveness and Work (PCW), measures exist under the Employment Protection section. 1. Firms with difficulties will be encouraged to contact the Competitiveness and Employment Protection Unit, which, while not providing subsidies, will offer the full support and advice available under a whole range of state programmes for industry and business. 2. A commitment to amend in 1994 the provisions of the Protection of Employment Act, 1977, arising from the EU Council Directive.				***Fixed term contract*** July 1994: government proposal to increase flexibility in fixed-term contracts (no restrictions for 12 months). The new draft law encourages such contracts by making Art. 23 less strict. It may also be used on the basis of firms' specific needs (especially SMEs) in order to create new jobs. ***Part-time contract*** The new draft law 781/94 (not yet converted) allows overtime to be worked within pre-fixed limits. ***New contracts under draft law 781*** - (re)integration training contract: provides practical experience and skill training for persons over 32. Maximum duration: 18 months. - training contract: allows young graduates to acquire job experience and though it does not imply an employment relationship a certain remuneration is paid. Duration: 3-12 months.							***Dismissal*** Abolition of administrative authorisation. ***Deregulation*** The government will propose: - revision of legislation on redundancies; - cancellation of existing licences for temporary employment agencies; - deletion of binding wage clauses in collective agreements.							***Retirement*** The government intends to equalise state pension ages for men and women at 65 by 2010.

	BELGIUM				DENMARK				GERMANY				GREECE				SPAIN			
	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94
2.2. Flexibility of working hours																				
Working hours																				
Statutory limit	40 hours per week				No legislation concerning the number of hours per week.				48 hours per week				5-day, 40-hour week				40 hours per week			
Overtime	65 hours' overtime per quarter to be recovered before the end of the quarter. Non-recovery of overtime (max. 65h.) subject to a collective agreement, with maintenance of enhanced rate of pay for this overtime.				Overtime is regulated by collective agreement.				2 hours' overtime per day for a period of 6 months or 24 weeks, if the average daily working time does not exceed 8 hours.				3 hours' overtime per day or 18 hours' overtime per week or 150 hours' overtime per year (private sector) 48 hours per week.				80 hours' overtime per year.			

FRANCE				IRELAND				ITALY				LUXEMBOURG				NETHERLANDS				PORTUGAL				UNITED KINGDOM			
91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94
39 hours per week				48 hours per week There are some differences for certain sectors, shops, retail and hotels etc. and also for young people.				48 hours. The national branch collective agreements usually provide for 40 hours in industry and 36 in public services.				40 hours per week				48 hours per week and 36-40 hours by collective agreement.				44 hours per week. Possibility of defining average working hours by collective agreement. This possibility has been widely used at sectoral level, coordinating reduction and organisation of working time.				No general legislation defining working hours which are a matter for contractural agreement.			
9 hours' overtime per week or 130 hours' overtime per year or more if authorised or provided for by agreement.				2 hours' overtime per day or 12 hours' overtime per week or 240 hours' overtime per year.				Defined by sectoral collective agreement.				2 hours' overtime per day. Daily working hours must not exceed 10 hours, except in emergencies (e.g. accidents, force majeure).								2 hours' overtime per day or 200 hours' overtime per year.				No legislation.			

	BELGIUM				DENMARK				GERMANY				GREECE				SPAIN			
	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94
Measures to increase flexibility	•Staggering of recovery of overtime over 1 year (collective agreement required). •Possibility of introducing a flexible working week (+5h, -5h variation in relation to the normal duration) without supplementary payment for the number of hours exceeding 40, while respecting normal working hours on an annual basis. Collective agreement required to introduce the system. •Possibility of extending working week (max. 12h. per day) and introducing weekend work, subject to collective agreement (companies with trade union representation) or modification of work rules (SMEs). Applications: One or more forms of this type of flexibility have been introduced in several sectors (metal, foodstuffs, clothing, textiles, white-collar workers, distribution, importation, ports). The number of agreements on flexibility within companies is estimated to be 150, either by annualisation or through weekend work (particularly in industrial sectors).				Night and Sunday work is not prohibited.				Numerous collective agreements (metalworking) 36 and 35 hours with possibility of flexibility (e.g. group of permanent workers on 40 hours). New agreements provide for a reduction in working hours to maintain employment (similar to Volkswagen).								***Working day*** Law 11/94 keeps the maximum working week and day at 40 hours and 9 hours respectively, with 12 hours rest between days. Flexibility based on collective bargaining is permitted regarding annualisation of working time, irregular distribution of the working day, and the possibility of exceeding 9 hours per day. ***Overtime*** The minimum supplement of 75% of the hourly rate is abolished. In the absence of an agreement remuneration of overtime is replaced by time off in lieu. Weekly resting time may be calculated on a fortnightly basis.			
Part-time employment contract	No specific definition; same legislation with regard to minimum period of notice, redundancy pay, etc. as for full-time workers. The law imposes a minimum number of hours of part-time employment: minimum 1/3 full-time employment (approximately 13 hours per week on average). Also minimum duration of each period of work: 3 hours per day.				No specific definition; same legislation with regard to minimum period of notice, redundancy pay, etc. as for full-time workers.				Specific legal definition in Employment Promotion Law 1985 (e.g. definition of principle of equal treatment). The general labour law provisions are applicable.				No specific definition; same legislation with regard to minimum period of notice, redundancy pay, etc. as for full-time workers.				Specific legal definition in the Workers' Statute: Number of hours worked per day, week, month of year less than the normal number of hours worked in the activity in question. Same legislation with regard to minimum period of notice, redundancy pay, etc. as for full-time workers. Social security contributions based on working time. Reduced social protection rights where working time less than 12 hours per week or 48 hours per month.			

FRANCE				IRELAND				ITALY				LUXEMBOURG				NETHERLANDS				PORTUGAL				UNITED KINGDOM			
91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94
																								Annualisation The system of annualisation of working hours has been adopted for 1.5 million workers.			
Specific legal definition in the Labour Code (number of hours at least one-fifth less than the statutory working time); same legislation with regard to minimum period of notice, redundancy pay, etc. as for full-time workers.				No specific definition; legislation concerning the period of notice, redundancy, etc. is applicable only to persons working more than 18 hours per week, if they have 13 weeks' continuous service.				No specific definition; same legislation with regard to minimum period of notice, redundancy pay, etc. as for full-time workers.				No specific definition; same legislation with regard to minimum period of notice, redundancy pay, etc. as for full-time workers.				No specific definition; involves working shorter hours than the normal full-time working hours.				No specific definition; same legislation with regard to minimum period of notice, redundancy pay, etc. as for full-time workers.				No specific definition;			

	BELGIUM				DENMARK				GERMANY				GREECE				SPAIN			
	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94
36. Impact of a 5-year period of part-time employment on pensions	10%				2-3%				10-15%				No-except in certain cases (>10%)				no			
Short-time working																				
Partial retirement	***Partial early retirement pension - Agreement No 55 and Royal Decree of 30 July 1994*** Aimed at introducing a partial early retirement pension by means of a supplementary allowance scheme applicable to certain older workers, creating additional employment (minimum 55 years of age).								Old-age pensions may be claimed in full (full pensions) or in part, equivalent to a third, a half or two thirds of the full pension. In addition to a partial pension it is possible to receive an additional income in line with the income previously insured.								[illegible]			

FRANCE				IRELAND				ITALY				LUXEMBOURG				NETHERLANDS				PORTUGAL				UNITED KINGDOM			
91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94
very little				no				more than 10%				just over 10%				just over 15 %				no				less than 5 %			
System of reduced aid								Cassa integrazione guadagni (CGI) and solidarity contracts																			
Gradual early retirement (Gradual early retirement, which was reformed in December 1992, is expiring conditions. It allows employees aged over 55 to work half-time at 80% of their previous working hours in exchange for additional pay equivalent to 50% of their previous gross pay, funded by the State (with participation of employers). A gradual early retirement agreement either creates additional employment, in particular for those groups specifically targeted by employment policy, or serves as an alternative to redundancy								Law 223/1991 introduced the possibility																			

	BELGIUM				DENMARK				GERMANY				GREECE				SPAIN			
	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94
Recent measures	***Involuntary short-time*** Since 1/6/93 no supplementary allowances during part-time employment, but in some circumstances (registration as a full-time job seeker, remunerations, etc.) it is possible to receive a guaranteed income ***redistribution*** ***Global)*** haring, all onal recruitment, by Royal Decree der the Global Plan: part-time employment, reduction in working time, overtime restrictions, career breaks scheme, partial early retirement, team work, flexible employment, 4-day week. Other solutions more suited to the needs of the company and its workers remain possible. Employers generating additional net employment on the basis of an approved company plan of work redistribution are entitled to a flat-rate reduction in employer contributions to the social insurance of FB 25 000 per quarter. The Royal Decree prohibits reductions in working time with full pay (considered as an obstacle to wage freezes). At the present time, approx. 20 ncluded a ement; these nly provide for sectoral level on Approximately ans have been mpany level.	(See remarks on Leave Scheme under "Leave and Career Breaks - recent measures").	***Working time in public service*** Working time in the public service has been increased by one hour in some of the federal states; the status of part-time work has been raised by law (also for public servants with supervisory responsibilities). ***New working time law*** On 1 July 1994 a new Law on working time introduced more flexible working time patterns. Sunday working is still forbidden, with some exceptions. ***New agreement in metal sector*** This agreement ends the threatened strike action in the metal sector by settling a zero wage increase (after positive and negative compensations) in exchange for new opportunities to share and distribute work. The previously agreed working time reduction from 38 to 35 hours will be enforced on 1st October. ***Exemption from social insurance contributions for minor remunerated activities*** Paid employment of less than 15 hours a week, for which the wage rate is below a certain level (DM560 per month in old and DM460 per month in new Länder), is exempt from compulsory social insurance contributions. ***Part-time work*** Increased publicity by government and social partners to promote part-time employment (e.g. advice on part-time options for companies, especially SMEs).	***Overtime*** Overtime will not be recognised and compensated for in the public and private sectors during the first half of 1994, following a decision by the Minister of Labour.	***Part-time work*** (Law 10/94 of 19 May) New definition: work performed for a number of hours which is less than the norm for the activity in question. The basis for social security contributions is the remuneration actually received for the hours worked. In the case of activities amounting to less than 12 hours per week or 48 hours per month, which therefore do not provide a living, social protection rights include industrial accident and occupational disease cover, medical assistance and company bankruptcy. ***Job takeover contract*** Contract concluded with a worker to replace another worker who has decided to take partial retirement.

FRANCE				IRELAND				ITALY				LUXEMBOURG				NETHERLANDS				PORTUGAL				UNITED KINGDOM			
91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94
Organisation of working time The five-year law provides for a number of measures relating to the organisation of working time, such as: - annualisation of working hours for part-time work; - payment of a subsidy to companies which reduce total working hours by at least 15%, combined with a reduction in pay, and recruit at least 10% of their staff; - 30% reduction in employers' social security contributions for taking on part-time workers (16-32 hours per week) or for switching to part-time employment (retaining the full rate for calculation of the retirement pension for 5 years) in order to avoid collective dismissal on economic grounds; - short-time working compensated over a long period, in the event of a prolonged period of short-time working (18 months-2 years) or in the context of a redundancy plan implemented as a means of reducing working hours in order to avoid redundancies for economic reasons. Compensation for short-time working over a long period is the subject of an agreement between the social partners relating to unemployment insurance, providing for a contribution by the latter of ECU 1.5 per hour compensated per worker, in addition to the 700 hours of short-time working funded by the State and by companies, up to a limit of 1 200 hours. There are a number of collective agreements								***Chemical industry*** The new chemical industry agreement (March 1994) and the union platforms of other branches provide for 38 hours, through the company management of yearly rest days. Every collective agreement includes a maximum threshold of yearly, weekly and daily overtime. ***Solidarity contracts*** In order to maintain employment solidarity contracts are to be implemented more intensively than before. They have been made more flexible by allowing working time to be reduced not only on a daily but also on a weekly, monthly and annual basis. The hours not worked are subsidised by the cassa integrazione. Law 299/1994 includes measures to encourage the use of part-time work and flexible working hours.				***Organisation of work*** Under the tripartite agreement of 8.3.94 on maintaining employment, price stability and competitiveness of enterprises, the social partners declared that contractual policy would deal with methods of organising work likely to maintain or even create employment. Legislation on overtime and additional activities is to be applied rigorously.								***Partial retirement*** A new training/employment measure enables unemployed people to be taken on alongside workers who are four years away from retirement, in order to create employment and to transfer knowledge.				***Deregulatory measures*** In January 1994 the Government introduced a Bill to Parliament to facilitate further deregulatory measures. It includes a general power to remove or amend legislation imposing burdens on business, subject to strict Parliamentary safeguards to ensure that necessary protection for the public is retained. It also includes two specific proposals to simplify employment legislation. The first proposal concerns the requirements employers face when selecting employees for redundancy; the second is to abolish licensing requirements for private employment agencies.			

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	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94

FRANCE				IRELAND				ITALY				LUXEMBOURG				NETHERLANDS				PORTUGAL				UNITED KINGDOM			
91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94
Examples of pay adjustments and work-sharing 72 company agreements or quasi-agreements dealing with pay adjustments or work-sharing were concluded between summer 1992 and December 1993. The aim was to maintain employment by reducing the wage bill or by adjusting employment to a decrease in activity. The Ministry of Employment notes three logical principles in these agreements: non-negotiated reduction in pay; an attempt by the unions to limit the consequences of restructuring, and joint regulation of the wage bill to survive a difficult period. The number of innovative elements in the negotiating procedures is not the same in all three cases, nor is the impact on employment.																											

	BELGIUM				DENMARK				GERMANY				GREECE				SPAIN			
	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94
Measures being prepared	***Part-time*** Possibility for SMEs with no collective agreement to deviate from the minimum 1/3 full-time employment rule. ***Annualisation of working time and flexible week*** Possibility of introducing these flexible working time systems into SMEs more easily (no need for a collective agreement). ***Opportunities for night work for women*** Multisectoral social partners are proposing to sectors the possibility of night work in certain types of employment (data processing, chemists, etc.). ***Temporary work (Collective Agreement n°58 + Royal Decree of 23/09/94*** Within the joint commission on temporary work the social partners have made an agreement to facilitate temporary work. The agreement stipulates a prolongation of the time limit (6 months instead of 3) during which the temporary workers can be employed, replacing workers whose contracts have ended. Temporary work will also be possible in the public sector. ***Job sharing (Flemish Government Decree of 2/3/94)*** The Flemish government will award a premium to full-time workers who switch from full-time to part-time work (max. 80% of full-time) under a job-sharing scheme adopted in the context of a company plan.								***Part-time Work*** In order to encourage part-time work, any worker made unemployed after a change from full to part-time work is entitled to unemployment benefit at the full-time rate for a period of 3 years.											

FRANCE				IRELAND				ITALY				LUXEMBOURG				NETHERLANDS				PORTUGAL				UNITED KINGDOM			
91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94
				Working time In conjunction with the EU Working Time Directive (48 hours), work is in progress to reform the complete area of working time for all sectors, as at the moment regulations are either vague and outdated or do not exist. The aim thus, of the Department of Enterprise and Employment would be to have the various conditions of this EU Directive implemented in good time.				*Proposal for reform of working time regulation* In January 1994 the Minister of Labour presented a proposal for reform of the present laws regulating working time along these lines: - amendment of the old rules (48-hour working week); - rendering new ones compatible with collective bargaining trends (38-40-hour working week); - measures for promoting reduction in plant working hours and job-sharing; - special training leave; - local authorities' rationalisation of services, opening hours and summer holidays. Proposal for reform presented in July 1994 to encourage working time flexibility.				*Organisation of working time* Transposal of Directive 93/104 concerning certain aspects of the organisation of working time.				*Working time* Proposal presented to Parliament (16/3/94) with the aim of amending the existing rules: Average working hours: 40 hours per week or 520 hours over 13 weeks. Authorised limit: 9 hours per day and 45 hours per week. Amendment possible as a result of a collective agreement, but restricting the limit to 10 hours per day with a maximum of 200 hours over 4 weeks and 585 hours over 13 weeks. Compulsory rest period of 11 hours per day. This plan gives wider scope to contractual relations. Possibility of more flexible working hours (night work, weekend work, etc.). It also offers workers protection by setting minimum standards (safety, health, etc.).											

	BELGIUM				DENMARK				GERMANY				GREECE				SPAIN			
	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94
2.3. Leave and career breaks																				
Career breaks	Career breaks: To enable the unemployed to replace workers in the public and private sectors who stop working completely (for 6-12 months) or partially (6-60 months) and are entitled to an allowance.				Job sharing: Any member of an unemployment insurance fund who takes part in a job-sharing scheme is entitled to (additional) reduced allowances subject to certain conditions (collective agreement, minimum 2 full days per week, etc).															
[illegible]																				

FRANCE				IRELAND				ITALY				LUXEMBOURG				NETHERLANDS				PORTUGAL				UNITED KINGDOM			
91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94
				Well established in public sector.																				No general policy, although some large employers (notably banks, insurance companies) have established policies.			
												16 111				16 100				13 124				14/18 25/91 (during the first six weeks)			
												no 10% 5 %				no 10% just over 20%				less than 10% no-except in certain cases (=30%) no				no no no			
												25 days' statutory leave; 26-28 days by collective agreement.				4 weeks' statutory leave; 5-6 weeks by collective agreement.				22 days' statutory leave.				No legislation but 20-27 days' leave by collective agreement.			

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	BELGIUM				DENMARK				GERMANY				GREECE				SPAIN			
	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94
Recent measures	***Career breaks - Collective agreement No 56*** Granting of a limited right to a career break for private-sector workers (this right already existed in the public sector). This will enter into force on 1 January 1994 and will enable more workers to leave the labour market temporarily; it is an important means of redistributing available employment, given that the employer is obliged to replace workers taking career breaks with unemployed people.				***Leave scheme*** Due to the new leave scheme three forms of leave are allowed: - parental leave open to both parents (26+26 weeks with a maximum of 80% of the unemployment benefit) - training leave (one year with 100% of the unemployment benefit after 1/4/95 80%) - sabbatical leave (pilot project for one year with a maximum of 80% of the unemployment benefit) Remarks : The sabbatical leave may be developed into a job-sharing scheme. If, for example, three persons decide to take a sabbatical leave for one week every month it is possible to employ a fourth person who also works for three weeks per month. During the weekly sabbatical leave per month all four persons get a maximum of 80% of the unemployment benefit. This system is called "dustmen scheme" because a group of "dustmen" got the idea. Initial figures show that the measure is having a real impact, particularly in the case of parental leave, which will represent 5% of employment if the trend continues. These leave schemes are funded by contributions paid by employees (later also by employers) to the three "Labour market funds" created in autumn 1993.																

FRANCE				IRELAND				ITALY				LUXEMBOURG				NETHERLANDS				PORTUGAL				UNITED KINGDOM			
91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94

Maternity leave
All employees have the right to 14 weeks' statutory leave, from October 1994, and up to 18 weeks' statutory benefit if absent from work subject to certain qualifying conditions. Those with 2 years' service have the right to a longer period of maternity absence of up to around 40 weeks in total.

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	BELGIUM				DENMARK				GERMANY				GREECE				SPAIN			
	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94
2.4. Incomes policy																				
Minimum wage	Agreed minimum wage defined on a multisectoral basis with an indexing mechanism.				No statutory minimum wage, but minimum wage negotiated in some sectors. Rather low minimum wage.				No statutory minimum wage. The main function of collective agreements is to set minimum standards. No index-linking.				Agreed multisectoral minimum wages, index-linked.				Existence of a multisectoral statutory minimum wage, reviewed annually. This is lower for workers under the age of 18.			
Wage negotiation	Since 1989 a standard of competitiveness incorporating a number of features has existed. If this is not adhered to, the social partners or the government may intervene in the development of labour costs or take other measures relating to labour costs.				Labour law legislation plays a comparatively modest role, instead there is an extensive system based upon collective agreements, which are concluded between employee organisations and employer organisations or individual employers.				The partners to collective agreements negotiate wages and salaries taking account of the special aspects of each sector and region.There may be some "spill-over" between the regions and the sectors. This procedure may lead to inflationary pressures as a result of wage increases in highly productive sectors being transferred to less productive sectors.				The government presented its pay policy for the public sector in 1993, which included a pay increase of 4%, implying a drop in real wages.				Collective bargaining has a somewhat hybrid structure, since it takes place at both national and decentralised level.			
Solidarity measures	In view of the substantial amount of long-term unemployment, multisectoral agreements have for several years allocated a proportion of the increase in the wage bill to training and employment programmes through increases in social contributions (see also point 5).								In view of the problems on the labour market the partners to collective agreements have recently begun to focus more on job security. As a result the agreements provide for wage restraint and operational options such as more flexible working times. Special starting wages and salaries have been agreed in the chemical and paper industries.											

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FRANCE				IRELAND				ITALY				LUXEMBOURG				NETHERLANDS				PORTUGAL				UNITED KINGDOM			
91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94
				No statutory national minimum wage. In limited range of sectors where collective bargaining arrangements are weak, a statutory minimum wage regime applies, affecting approx. 10-12% of private sector non-agricultural employment.				Minimum wages are set by collective agreements in each sector.				Existence of a multisectoral statutory minimum wage, which the government recently indexed by 4.2%.				Existence of an indexed multisectoral statutory minimum wage.				Existence of a multisectoral statutory minimum wage indexed on the expected rate of inflation and regulated by collective agreements. Ministerial decrees may extend the scope of agreements to non-signatory parties.				The Wages Councils, which set minimum wages in certain sectors, were abolished in 1993. Statutory minimum wages rates and other conditions of employment for agricultural workers are set by the Agricultural Wages Board and the Ministry of Agriculture Fisheries and Food is responsible for the enforcement of Agricultural Wages Orders.			
According to a study carried out by the Ministry of Employment, the slow-down in the growth of wages which began in 1991 continued in 1993.				Voluntary collective bargaining regime which can operate at national or local level. Centralised triennial agreements have operated since 1988 and have created a wage restaint environment. New agreement, Programme for Competitiveness and Work covers period from 1994-1997.				The situation has changed considerably since July 1992 with the introduction of a historic agreement ending the sliding-scale mechanism (automatic indexation of wages). In future, and as a replacement for the sliding-scale mechanism, a dual system of agreements at sectoral and company level is provided for in an agreement of 3/7/93 which lays the foundations for a new industrial relations system (legislative measures will ratify this agreement).				Automatic adjustment of wages to the development of the consumer price index. The amendment of the structure and the weighting of the list of reference items is to be the subject of a Grand-Ducal regulation.				Multisectoral wage agreements will be replaced by sectoral and company agreements, as wage restraint constitutes an important tool.				Annual negotiations at Economic and Social Council level. No agreement for 1994. Sectoral or company negotiations may lead to higher figures than those awarded within the ESC.				The government announced on 14/9/94 that any increases in public sector pay for 1994/95 would need to be offset by productivity increases to ensure that they do not add to public spending. Since then a further 3-year constraint on the running costs of government departments from 1994-95 was announced. ***Decentralisation/Performance Pay*** The government is encouraging decentralised wage-fixing mechanisms, and the extension of performance pay agreements at local level.			

	BELGIUM				DENMARK				GERMANY				GREECE				SPAIN			
	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94
Recent measures	***Wage and other income freeze (Global Plan) (Royal Decree of 24/12/93 and Law of 30/3/94)*** for 1994, 1995 and 1996, and introduction of an agreed index (so-called health index) to which wages will be linked.								***Wage trend*** Conclusion of joint agreements with low wage increases in exchange for greater redistribution of working time.				***Incomes policy*** The minister for the national economy announced the government's incomes policy for 1994; 5% increase in earnings with effect from 1/1/94, additional 5% increase with effect from 1/7/94 and possibility of a compensatory increase at the beginning of 1995 if inflation exceeds the rate of 9.5% predicted for 1994.				***Wage policy*** Law 11/94 of 19 May. The reform of the Workers' Statute moves in two directions. It encourages collective bargaining, seen as a basic tool of sectoral and company adaptability, and targets aspects relating to more flexible management of human resources in a company (wages, etc.).This reform means that collective bargaining has an important role in determining wage structure. Contrary to the trends of the last few years, the most recent wage increases awarded under collective agreements have been very moderate. ***Collective bargaining*** The reform aims to encourage collective bargaining by facilitating, through negotiating committees, adoption of agreements by duly authorised negotiators. It also permits more flexibility in the content of collective agreements so that they can be tailored to their field of application and the prevailing conditions.			

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FRANCE				IRELAND				ITALY				LUXEMBOURG				NETHERLANDS				PORTUGAL				UNITED KINGDOM			
91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94
				Wage trend In the programme for competitiveness and work - very modest increases - a total of 8% over three years 1994-1996.								*Wage restraint* Under the tripartite agreement of 8.3.94, the unions will take into account the need for a policy based on wage restraint in companies in difficulty. Employers will take into account the need to maintain and to create employment.				*Wage restraint* Central agreement between the social partners in November 1993 on wage restraint. Reduction in social charges from 1/7/94 (see section 4).											

	BELGIUM				DENMARK				GERMANY				GREECE				SPAIN			
	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94
Measures being prepared																				

FRANCE				IRELAND				ITALY				LUXEMBOURG				NETHERLANDS				PORTUGAL				UNITED KINGDOM			
91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94
																Orientations for 1995 Given the anticipated medium-term increase in unemployment, wage restraint will be an important factor in promoting the creation of employment. Unemployment and inactivity are concentrated in particular in the lower end of the labour market. Promoting employment in this sector will necessitate a decrease in labour costs. But it is also important to provide greater incentives by increasing the gap between pay and benefit in the lower sector. In this way, the fight against unemployment takes place on the demand side as well as on the supply side.				*Wage restraint* The government has proposed to the Economic and Social Council that a long-term wage agreement be concluded (1995-9) as part of a set of objectives (flexibility, training, competitiveness, local development, social security).							

	BELGIUM 91 92 93 94	DENMARK 91 92 93 94	GERMANY 91 92 93 94	GREECE 91 92 93 94	SPAIN 91 92 93 94
2.5. Geographic mobility					
Measures	***Resettlement grant for the unemployed*** Assistance for unemployed people induced to change residence in order to take up a new job.	***Measures to promote mobility*** Payment of travelling expenses and a settlement allowance to promote the employment of jobseekers and workers likely to be made redundant.	***Promoting the integration of foreign workers*** Language courses and measures to prepare for working life for workers, in particular workers and trainees from the former countries of recruitment. ***Reintegration of foreigners returning to their country*** Provision of assistance on their return. ***Employment incentives*** Financial assistance towards geographic mobility.	***Emigrants returning to the country*** Educational measures for emigrants returning to Greece. Language and training courses for ethnic Greek immigrants from the the former USSR.	
Recent measures			***European guidance centres*** Introduction of several measures to promote mobility at European level (12 centres, electronic mail and training of counsellors). ***Restriction of the number of foreign workers*** Restriction in the construction industry on the number of foreign workers depending on company size.		Law 11/1994 amends certain provisions of the Workers' Statute relating to geographical mobility and functional flexibility. The reform introduces new forms of vocational classification and encourages mobility between equivalent categories. Transfer of workers necessitating a change of residence is justified on economic, technical, organisational or production grounds if it leads to an improvement in the allocation of the firms's resources.Period of notice: 30 days. Following notification, the may either accept the transfer (with compensation) or resign (right to an allowance). Collective transfers must be negotiated with the workers' representatives. Prior intervention by the authorities has been replaced by subsequent legal checks.
Measures being prepared					

FRANCE				IRELAND				ITALY				LUXEMBOURG				NETHERLANDS				PORTUGAL				UNITED KINGDOM			
91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94
																				Geographic mobility incentives are planned based on the respective statutory or reglementary provisions. These are aimed at persons up to the age of 45 who are receiving benefit and have been unemployed for up to 9 months. Incentives may be extended to persons aged 46 or over.							
Foreign companies French social legislation will in future be applied to employees of foreign companies providing services in France ***Employment abroad: encouraging young people*** Companies employing young French people aged under 26 abroad will benefit from temporary exemption from social security payments, which will be funded by the Caisse des Français de l'Etranger.												***Employment of foreign workers*** Provisions relating to the employment of foreign workers (tripartite agreement of 8.3.94). ***Aid for geographic mobility*** (pursuant to tripartite agreement) Includes allowances for removal, travel and double residence.				***New law on the employment of foreigners*** The main purpose of the law is to restrict authorisation for work permits. The restriction rests with the employer. If priority labour is available (Dutch nationals, foreigners lawfully resident in the Netherlands, EC and EFTA citizens), a work permit is refused.							
																				Legislation currently being revised.							

	BELGIUM				DENMARK				GERMANY				GREECE				SPAIN			
	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94
2.6. Equal opportunities																				
Measures	Royal Decree (1987) introducing measures to promote equal opportunities between men and women in the private sector. Multisectoral agreement (1988) providing for the creation of a Positive Action unit to help the social partners draw up positive action plans. Royal Decree (1990) introducing measures to promote equal opportunities in the public services, which obliges all public services to implement a positive action policy. Renouncement in 1992 of ILO Convention No 89 on the prohibition of night work for women employed in industry and ratification of Convention No 171 on night work.				- Childcare for all children by public institutions - 18 weeks' maternity leave and 10 weeks' parental leave (possibly divided between mothers and fathers) - 5 different equality acts to ensure equal treatment in appointments, education, and working conditions - 1976 remuneration act ensures equal pay for work of equal value - 1986 reversal of burden of proof in case of incorrect dismissal due to pregnancy and maternity leave and unequal pay.				1980: Law on Equal Treatment of men and women at work (transposition of EC law). Core features of the Law are: - prohibition of sexual discrimination - employer obliged to pay damages if discrimination is proved - reversal of burden of proof - obligation to use neutral terms to describe jobs - equal pay for equal work - prohibition of reprimand for asserting rights.								The Second Equal Opportunities Action Plan (1993-1995) approved in Jan. 1993 includes the development of equal opportunities in labour market and domestic responsibilities (information, training and guidance of women in search of employment, encouragement of diversification in professional careers, economic incentives for stable contracts, assistance to self-employed women, reevaluation of women's skills, encouragement of men in sharing domestic responsibilities, improvement of childcare facilities, encouraging parental leave, etc).			

FRANCE				IRELAND				ITALY				LUXEMBOURG				NETHERLANDS				PORTUGAL				UNITED KINGDOM			
91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94
1983: Law on professional equality within companies (a compulsory annual report on equality for women for employers of more than 50 persons, possibility of negotiating action plans subsidised by public funds, financial support for measures aimed at equal opportunities introduced by employers of less than 200 persons, etc.). 1990: National programme for combating female unemployment (vocational training for single women, regional action plans, etc.)				1977: Employment Equality Act established the Employment Equality Agency which seeks to promote equality between men and women in opportunity in employment. It also reviews the operation of the Anti-Discrimination (Pay) Act 1974 and the Employment Equality Act (see recent measures)				1991: Law 125 introduced positive actions and introduced three innovatory fields of equality for women and men in the labour market: - allows for indirect discrimination and reverses the burden of proof - requires employers to disclose detailed information on the wages and career progression for women and men - provides financial incentives for firms undertaking positive actions - redefines the role of "equality officer" at the local government level in the encouragement of positive action programmes at local level.				Expansion of childcare facilities by 68% in two years (1992-1994) Introduction of a subsidy scheme (in October 1992) for companies developing innovative actions for the promotion of women's work (participation, job quality, vocational training etc.).								1979: Specific law on equality of opportunities in work and employment. It includes fiscal incentives to employers of women in non-traditional female jobs and contribution by employers to the cost of childcare and vocational training; 1991: Agreement on Vocational Training policy includes the principle of equality for women and men in both initial and adult vocational training.				1970: Equal Pay Act 1975: Sex Discrimination Act 1978: Employment Protection (C) Act as amended by TURER Act 1993 (14 weeks' statutory maternity leave for all pregnant employees. Women with 2 years' service continue to qualify for up to around 40 weeks' maternity absence in total). 1983: Equal Pay (Amendment) Act (equal value amendment) 1986: Sex Discrimination Act (abolished restrictions on working time) 1991: Opportunity 2000 - voluntary policy for firms to aim towards a higher share of women in higher level jobs by the year 2000.			

	BELGIUM				DENMARK				GERMANY				GREECE				SPAIN			
	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94
Recent measures					Parental leave as part of leave schemes introduced in Jan. 1994 (see recent measures in leave schemes above).				1994: Law to implement equal treatment of women and men (2nd Equal Treatment Law). Core features are: - creation of a legal basis for positive action in federal administration - improvement of civil service rules on part-time work and longer leave for family reasons - tightening of rules on equal treatment at work - more effective sanctions to combat discrimination								
Measures being prepared																				

FRANCE				IRELAND				ITALY				LUXEMBOURG				NETHERLANDS				PORTUGAL				UNITED KINGDOM			
91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94
																New Emancipation Policy Programmes ("With 1995 in view"). One of the three basic targets is to redistribute unpaid labour between women and men and in this respect to increase men's care responsibilities. This target moves the emphasis from "full time jobs for women just like men" to "more caring responsibilities for men just like women".				Council Resolution No 32/94 of 17 May 1994 defines as main priorities initiatives and measures with the following objectives: - promotion of vocational training for women and company initiatives in this field, especially in the context of Community promotion planned for the period 1994/99; - development of vocational guidance schemes for long-term unemployed women or women wishing to return to work; - reorganisation of working time so that both spouses can reconcile work and family life; - development of structures and alternative methods of caring for the children of working parents.				1993: Modern apprenticeships - a new initiative for young people - will be equally open to young women and young men. 1994: Maternity leave of 14 weeks for all employees. Women are protected from dismissal for a maternity related reason throughout the period of the pregnancy and maternity leave. 1994: Fair Play for Women - a regional initiative aimed at boosting opportunities for women through the creation of 10 regional partnerships of TECs, local authorities, major local employers etc. The partnerships will initiate and develop local projects to help women participate more fully in regional economies.			
				An Equal Status Bill is under preparation in order to outlaw discrimination on grounds of sex (among others). It will cover the workplace, education, the provision of goods, facilities and services, entertainment, accommodation, transport and recreational and professional services. Proposed Maternity Protection Bill will facilitate combining work and family responsibilities and will include provision to give effect to employment rights aspects of EU Pregnant Workers Directive.														System of business start-up incentives for women.							

	BELGIUM				DENMARK				GERMANY				GREECE				SPAIN			
	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94
4. Targeted reductions in indirect labour costs																				
Situation																				
39. Indirect taxes (% of GDP)	12.3	12.4			17.4	17.2			12.9	12.9			18.5	20.8			10.8	11.2		
40. Direct taxes (% of GDP)	17	16.9			29.2	30.1			12.5	12.2			9.2	8.2			12.2	12.6		
41. Social security contributions (% of GDP)	15.9	16.4			1.4	1.5			16.4	17.4			10.6	12.1			12.4	13		
42. Total statutory contributions and charges (% of GDP)	45.2	45.7			48	48.8			41.8	42.5			38.3	41.1			35.4	36.8		
43. Statutory taxation on energy (% of GDP)		1.46				1.69				1.82			1.46					1.87		
44. Cost structure (% of total cost)																				
45. Direct wage costs in %	71.5				96.6									80			75.5			
46. - of which direct wages	51.8				83.4					56.1				60			55.5			
47. Indirect of wage costs in %	28.5				3.4									20			24.5			
48. - of which social security contributions	27.1				2.9									19			24.3			
49. Employees' contributions (% of wage cost) (1988)	9.3				1.7				13.7				11.9				4.6			
50. Tax on earned income (% of wage cost)	13.9				34.7				9				6.3				3.7			
51. Income tax	Progressive				Proportional (local) and progressive (state)				Progressive				Progressive				Progressive			
52. Social security contributions where earnings < average earnings	Proportional				Regressive				Proportional				Proportional				Proportional			
53. Social security contributions where earnings > average earnings	Proportional				Regressive				Regressive				Regressive				Regressive			
Measures	***Temporary reduction for the recruitment of certain workers*** Exemption from employers' contributions at the minimum wage level for 2 years, for the recruitment of one worker, an additional worker or certain replacements. ***Disadvantaged young people*** Exemption from employers' contributions. ***Decrease in social costs for SMEs*** Proportional and flat-rate reduction.				***Tax reform*** As of 1/1/94, a tax reform will be introduced gradually up to 1998. It includes a reduction in marginal tax rates compensated by: - an increase in social contributions (8.6% for workers (5% in 1994) and 0.6% for employers calculated on gross income); - a broader tax base; - eco-taxes. This reform will bring the structure of statutory contributions and charges in line with those of other Member States.															

FRANCE				IRELAND				ITALY				LUXEMBOURG				NETHERLANDS				PORTUGAL				UNITED KINGDOM			
91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94
14.7	14.6			17.1	16.3			11.8	11.8			17.7	18.7			12.7	13.2			16	15.2			13.9	14.5		
9.9	9.6			14.6	15			14.6	16.7			16.6	15.7			17.1	16.1			9.7	10.7			14.2	13.1		
19.5	19.5			5.8	5.8			13.2	13.4			14.2	14.8			17.9	18.5			10.4	9.8			6.8	6.7		
44.1	43.7			37.5	37.1			39.6	41.9			48.5	49.2			47.7	47.8			36.1	35.7			34.9	34.3		
	1.84			2.15					2.91				3.18				2.26			2.18					1.91		
					82												74.4				74.1				87.4		
					71												55.4				55.9				84.2		
					18												25.6				25.9				12.6		
					14.8												22				21.3				11		
11.6				6.3				5.9				10.3				20				8.4				7.7			
0				16.6				10				1.7				5.5				4.4				13.6			
Progressive				Progressive				Progressive				Progressive				Progressive				Progressive				Progressive			
Proportional				Proportional				Proportional				Proportional				Proportional				Proportional				Progressive			
Regressive				Regressive				Regressive				Regressive				Regressive				Proportional				Progressive (if < £ 430)			

Family allowance contributions
These contributions are no longer payable for wages less than 1.1 times the SMIC, and only half the amount is payable for wages between 1.1 and 1.2 times the SMIC.

Reduction in social security contributions for employers of low wage-earners
The last budget reduced employers' contributions to the national insurance scheme chiefly for low wage-earners, adding up to a total of approximately £ 0.8 billion next year.
1% increase in the principal rate of employees' contributions.
Increase in the lower and upper income limit (£57 and £430 per week).

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	BELGIUM				DENMARK				GERMANY				GREECE				SPAIN			
	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94
Recent measures	***Increase in the MARIBEL reduction*** As of 1/1/94, the MARIBEL amounts are as follows: - in sectors exposed to international competition: - basic amount: FB 8 437 per quarter and per manual worker; - for the first 5 blue-collar workers in companies with less than an average of 20 workers: FB 9 300 per quarter. - in the other sectors eligible under operation MARIBEL: - basic amount: FB 1 875 per quarter and per manual worker; - for the first 5 blue-collar workers in companies with less than an average of 20 workers: FB 3 000 FB per quarter. The price of petrol has been increased in order to finance the additional MARIBEL benefits. ***Recruitment plan for young people*** Employers who take on young people aged under 26 who have been unemployed for 6 months are exempted from social security contributions: 1st year: 100%, 2nd year: 75%, 3rd year: 50% If the young person has been unemployed for more than 9 months, employers are also exempted from social security contributions (13.07%) for 1 year.												***Increase in social security contributions*** Social security contributions were increased by 2.75% during 1994.				***Recruitment subsidies*** Companies which conclude temporary contracts (1-3 years) with unemployed people aged 45 or over or with disabled people will be entitled to a 75% exemption from payment of social security contributions. If the company has less than 25 employees and recruits long-term unemployed people under 45, it will be entitled to a 50% reduction. Self-employed persons who recruit their first employee aged over 45 will not pay social security contributions, whereas if the worker is younger, they will be entitled to a 75% reduction. The transformation of temporary contracts into open-ended contracts will entitle employers to a subsidy of PTA 400 000 if the worker is under 25 and PTA 500 000 if the worker is over 45.			

FRANCE				IRELAND				ITALY				LUXEMBOURG				NETHERLANDS				PORTUGAL				UNITED KINGDOM			
91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94
Reduction in social security contributions Budgeting for family allowance contributions (5.4%), which began on 1 July 93 with the total exemption on wages up to 1.1 times the SMIC, and payment of half the amount for wages between 1.1 et 1.2 times the SMIC, will continue until 1988 on the basis of a 10% annual increase in the wages concerned. On 1/01/95, the next stage will be the total exemption for wages up to 1.2 times the SMIC and 50% exemption for wages between 1.2 and 1.3 times the SMIC. In 1988 this affected almost 7 million workers, i.e. over 50% of the total employed in the commercial sector.				***Reduced contributions for low wage earners*** The "Budget Act" of 1994 provides for a reduction in social security contributions (-3.2% for employers and -2.25% for employees) for wages of less than £ 9 000. The Temporary Employment Levy of 1% for all employees was ended. In addition, a series of tax measures have been taken targeted mainly at SMEs. ***Exemption from social security contribution*** The Social Welfare Act 1994 provides for an exemption for up to 2 years from the Employers' Social Security contribution in respect of each new employee recruited to a new (additional) job and who was formerly registered unemployed for at least 13 weeks.				Lower social security contributions (Law 223/91) and tax credits as "hiring premiums"to firms which hire additional workers from "weak" categories (Decree 357/94) converted in August 1994). Tax rebates for new entrepreneurs (Decree 357). Lower social security contributions for firms operating in Southern Italy revised by Decree of 5 August 1994 to conform with EC directives.								1.4% reduction in unemployment insurance allowance from 1/7/94.											

	BELGIUM 91 92 93 94	DENMARK 91 92 93 94	GERMANY 91 92 93 94	GREECE 91 92 93 94	SPAIN 91 92 93 94
	Reduction in employer contributions for low-wage earners Employers will have to pay only 50% contributions for those earning less than FB 41 040 and degressive contributions (50-10% reduction) for those earning FB 41 040 - 50 760. The measure takes effect from 1 April 1994. ***Plan "Plus one" (Global Plan)*** Greater reduction in employers' social security contributions for the recruitment of one worker (100% with no maximum limit, then degressively down to 50% for 3 years). ***Taxation*** Various taxes have been increased in order to balance the social security budget and finance measures under the Global Plan (VAT, excise duties, real estate and movable capital income) and a special contribution for private individuals has been introduced.				
Measures being prepared	*Social security* It is anticipated that the social security budget will be balanced by the end of 1996. It is planned to reform the structure of the social security system in future to establish a clearer distinction between the sectors associated with employment (and contributions) and the others.				

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FRANCE				IRELAND				ITALY				LUXEMBOURG				NETHERLANDS				PORTUGAL				UNITED KINGDOM			
91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94
												Reduction in indirect labour costs Measures decided under the tripartite agreement concern increasing employment, controlling inflation, and competitiveness, with an emphasis on reduction of non-wage costs, raising of the solidarity tax levied on the communes, increasing employment fund resources by introducing a social levy on fuels, and neutralisation of the level of payment indexation. Anticipated reduction in indirect labour costs by a 1.7% decrease in employers' social security contributions (contributions: family allowances) (entry into force 1.7.1994).				***Reduction in indirect labour costs*** The economic and social council wishes priority to be given to measures leading to a substantial reduction in the difference (HFL 15 billion) between total wage costs and net wages, particularly in the lower sector of the labour market. The government will propose a reduction in employers' contributions (0.4% of GDP) and another 0.4% reduction of GDP for the initial employee tax brackets.				***Reduction in indirect labour costs*** Basic studies are being carried out, the outcome of which may be a plan to reduce social charges. This topic is included in a draft economic and social agreement for 1994-99 presented by the government to the social partners.							

	BELGIUM				DENMARK				GERMANY				GREECE				SPAIN			
	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94
5. More active policy																				
Situation																				
54. Employment policy (% of GDP)	3.87	4.13			6.12	6.53				3.46			1.22	1.17			3.53	3.64		
Administration and employment services (% GDP)		0.19				0.11				0.24				0.07				0.11		
Vocational training (% GDP)		0.14				0.4				0.59				0.18				0.08		
Measures in favour of young people (% GDP)		n/a.				0.26				0.06				0.03				0.06		
Measures to promote recruitment (% GDP)		0.74				0.39				0.52				0.09				0.32		
Measures in favour of disabled people (% GDP)		0.15				0.4				0.24				0.01				n/a		
Total active measures (% GDP)		1.23				1.56				1.65				0.38				0.57		
Unemployment benefit (% GDP)		2.17				3.69				1.39				0.79				3.07		
Early retirement associated with the labour market (% GDP)		0.74				1.28				0.49				n/a				n/a		
Total passive measures (% GDP)		2.90				4.97				1.88				0.79				3.07		
55. Unemployment benefit																				
1st period duration (months)	12				30				12				12				6			
% of earnings	79				73 *				63				28				80			
2nd period duration (months)	Unlimited				Previously unlimited (recently modified to 7 years divided into 2 periods of 4 and 3 years respectively)				Unlimited				n/a				18			
% of earnings	55				63				56				0				70			
56. Unemployed discouraged (% of active pop.)	1.7				0.2				n/a				n/a				0.1			
57. Long-term unemployment rate	4.6	4.8			2.8	2.6			1.9	1.7 (Unified Germany)			3.6				8	8		

FRANCE				IRELAND				ITALY				LUXEMBOURG				NETHERLANDS				PORTUGAL				UNITED KINGDOM			
91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94
2.82				4.31				1.42				1.06				3.36				0.8	1.61	1.98		1.91	2.28		
0.13				0.14				0.08				0.04				0.15				0.09	0.09	0.09		0.15	0.17		
0.35				0.48				0.003				0.02				0.19				0.16	0.3	0.26		0.17	0.18		
0.23				0.43				0.66				0.11				0.07				0.15	0.38	0.44		0.18	0.18		
0.11				0.29				0				0.02				0.12				0.06	0.04	0.1		0.03	0.02		
0.06				0.1				0				0.1				0.6				0.04	0.05	0.06		0.03	0.04		
0.88				1.48				0.75				0.29				1.14				0.5	0.86	0.94		0.56	0.59		
1.46				2.83				0.40				0.25				2.22				0.29	0.59	0.92		1.35	1.69		
0.47				0				0.28				0.52				0				0.11	0.11	0.12		0	0		
1.93				2.83				0.67				0.77				2.22				0.4	0.7	1.04		1.35	1.69		
12				12				6				12				24				21				12			
80				41				30				85				74				81				23			
Unlimited				Unlimited				n/a				Unlimited				Unlimited				21				Unlimited			
67-33				32-35				0				46				49				44				23			
0.1				0.5				2.6								0.8				0.4				0.4			
3.6	3.4			9.7	10.3			6.6	5.9							2.9	3.1			1.5	1.2			2.5	3.6		

	BELGIUM				DENMARK				GERMANY				GREECE				SPAIN			
	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94
5.1. Active measures																				
	Active labour market policies reflect the complexities arising from the political organisation of the country and experimentation with a large number of policies. The reduction in social security contributions is an important means of maintaining and creating employment. The sharing of employment by methods such as career breaks, promotion of part-time employment and early retirement is also extremely important and is sometimes associated with job creation programmes. ***Outplacement*** Substantial increase in collective agreements in the event of restructuring, which provide for outplacement in favour of redundant workers. ***Jobclubs*** To help jobseekers organise their job search more effectively. ***Unemployed people difficult to place in employment*** Employers are given financial incentives to recruit unemployed people difficult to place on an open-ended contract, which represents a net increase in the number of workers.				Despite the fact that it gives the long-term unemployed a guaranteed offer of employment - one of the rare cases in which long-term unemployed people are entitled to obtain work - Denmark still has a substantial number of long-term unemployed. Changes were introduced in 1992 (training opportunities) in order to render employment promotion measures more effective. The labour market reform of 1993 aims to "activate" and decentralise labour market policy. Denmark has the highest level of unemployed people and workers undergoing training. This has been boosted by parental leave and training leave measures where those who left their jobs temporarily were replaced by the unemployed. ***Employment opportunities plan*** The aim is to offer unemployed workers a reasonable job with a view to their reintegration into the labour market. Unemployed people over the age of 25 are offered a job after 12-21 months of unemployment. The contract is for at least 9 months in the private sector and at least 7 months in the public sector. (For young people see point 6).				The most important provisions (now applying to the whole of unified Germany) are the encouragement of vocational training and retraining of the unemplyed and people threatened with unemployment, the short-time working allowance (for working hours lost as a result of fluctuations in economic activity or economic restructuring), the promotion of job creation schemes and productive job creation (schemes to improve the environment, community work and work with young people). ***Promotion of job creation measures for older workers*** Subsidy for unemployed people aged over 50 which may amount to 50-75% of earnings for a job lasting 5-8 years. ***Special national employment promotion measures for the long-term unemployed*** Degressive subsidy for 12 months towards wage costs in the event of a fixed-term employment contract for a long-term unemployed person.				As in the case of other countries in the south of the Community, Greece has not yet fully established an active labour market policy. Greece is still in the process of shaping its labour market policy, in the proper as well as in the figurative sense. The ESF's impact on the implementation of an employment policy in Greece should be stressed. The importance of family structures which allow the development of a structured network of solidarity based on the family is an additional explanation for the present low-key development of active policies. ***Subsidies for employers who creats new jobs*** Any employer (private or public) who creates new jobs receives a premium (corresponding to a percentage of the minimum wage of an unskilled worker) for one year and he may make employees redundant during that period. Reduction of income tax rates for workers in certain regions.				Alongside legislation aimed at iimproving the functioning of the labour market, training plays a very important role in labour market policy. However, in terms of the numbers taking part, employment promotion measures, including measures for self-employment are more important. There is a wide range of programmes but the rate of expenditure on active policies is still low. Despite major efforts in recent years to modify the structure of spending in favour of active policies, the relative importance of passive employment policy measures continues to increase.			

FRANCE	IRELAND	ITALY	LUXEMBOURG	NETHERLANDS	PORTUGAL	UNITED KINGDOM
91 92 93 94	91 92 93 94	91 92 93 94	91 92 93 94	91 92 93 94	91 92 93 94	91 92 93 94
Employment policies were relatively passive for many years. Efforts have been made over the past few years to develop active policies and to establish a closer relationship between social security benefits and active policies (in particular RMI (occupational integration minimum income)). There is now a wide variety of active measures targeted mainly at young unemployed people and the long-term unemployed. France, in line with other countries, has also implemented early retirement and preventive measures.	These policies consist of a mix of training and employment promotion measures. Young people and the long-term unemployed are the main target groups. A fairly comprehensive range of measures is available: apprenticeships alternating with full-time vocational training for adults and subsidisation of labour costs in the commercial sector and the subsidisation of employment in the community.	For many years, the main features of the Italian labour market were a high level of employment protection through the CIG (wages guarantee fund) and a high level of unemployment among young school-leavers and other first-time job seekers. This resulted in an inflexible labour market. These two problems seem to be in the process of being partially resolved through the introduction of mobility lists in tandem with the CIG and restriction of the length of utilisation of the CIG and through the development of sandwich training contracts.	Availability of a number of measures to promote and assist recruitment, particularly in order to facilitate occupational reintegration of the long-term unemployed and older unemployed people.	Only the Netherlands (and Denmark) offer young people the right to employment (which will affect the whole of this group in 1998). Training for the unemployed is an important feature of active labour market policy. There are original instruments such as the "Start temporary agency", which is a foundation which helps to integrate young jobseekers experiencing difficulties (the foundation is not subsidised), "labour pools" (Banenpools) which offer the long-term unemployed employment in the non-commercial sector at the minimum wage. Some instruments promote vocational experience for the unemployed and apprenticeships. The main reforms concerning the public employment service have been tripartism and decentralisation, as well as the development of self-service placement schemes. "Job clubs" (Sollicitatieclubs) for persons unemployed for more than 6 months have given very good results. "Pathways to employment" (Trajectbemiddeling) provide an opportunity to discuss with unemployed people measures adapted to their situations. This method has also given good results. There are also various wage-cost subsidies, training programmes, workshops where people can acquire necessary experience, and help groups for the unemployed.	A wide variety of active measures have been implemented but most of these are on a small scale. There are numerous measures relating to the cooperative and craft sectors. Training measures receive the most funding (assisted by the ESF), closely followed by measures aimed at special categories of workers, of which young people, whether or not unemployed, comprise the principal target group. In December 1993 a set of measures active employment policy and unemployment prevention of and fight against were adopted, relating in particular to long- and very long-term unemployment. The aim is to facilitate the (re)integration into the job market of those currently unemployed or likely to become unemployed. These measures include vocational training aid, employment programmes, training, business start-up support, incentives to occupation of the unemployed, and promotion of recruitment (see detailed description under "recent measures").	The government has taken an active labour market approach. Employers are encouraged to notify vacancies, particularly those suitable for unemployed jobseekers, to Jobcentres. Vacancies are displayed for self-selection by jobseekers who are then interviewed by Jobcentre staff before interviews with employers are arranged. For those who require additional help, a range of advisory and programme help is available. ***Job clubs*** For those unemployed over six months; provide guidance and training on jobsearch techniques; bring people together in a mutually supportive environment. Stationery, stamps and telephones are all provided (249000 people helped at a cost of £51m in 1993/94; for 1994/95 there will be 265000 opportunities at a cost of £53m). ***Job interview guarantee*** For those unemployed over 6 months; employer guarantees interviews in return for enhanced vacancy filling service; enhanced services include matching individual jobseekers to vacancies and providing job preparation courses (there will be 300000 opportunities at a cost of £30m in 1994/95)

BELGIUM				DENMARK				GERMANY				GREECE				SPAIN			
91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94
Promotion of employment for groups of unemployed people at risk Support amounting to 0.15% of the wage bill for the development of initiatives to promote integration of persons at risk and persons to whom the accompanying measures apply. The arrangements are laid down in a collective agreement. ***Accompanying measures for the unemployed*** After 9 months of unemployment (persons under the age of 46 only), compulsory accompanying measures provided by public employment services.				***Training opportunities plan*** To improve employment prospects for the long-term unemployed by means of training measures combined with a training allowance (max. 2 years). (For young people see point 6). ***Recruitment subsidies*** Subsidies granted by the local authorities to promote recruitment in private companies. ***Advice and guidance*** Organisation of job preparation courses and educational and vocational guidance activities.				***Measures in favour of particularly disadvantaged groups of the long-term unemployed and other unemployed people difficult to place*** 80% subsidies (usually) towards investment costs and running costs.											

FRANCE				IRELAND				ITALY				LUXEMBOURG				NETHERLANDS				PORTUGAL				UNITED KINGDOM			
91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94

Job Search Seminar
For those unemployed over 13 weeks; provides information on how best and where best to look for employment (69000 people were helped in 1993/94 at a cost of £4.7m. There will be 75000 opportunities at a cost of £4.7m in 1994/95).

Job Review Workshop
For those unemployed over 13 weeks; helps people to review their career progress and the options open to them; intended particularly for unemployed people with experience of professional and executive employment (37000 opportunities at a cost of £2.8m in 1994-95).

Restart Interview
Mandatory for all those reaching 6 months unemployment, repeated every 6 months; advice given to assist long-term unemployed people to take up opportunities (work, training etc.); enables public employment service to confirm clients are available for and actively seeking work; over 3 million interviews conducted in 1993/94.

Jobplan Workshop
Mandatory week-long course for those unemployed for 12 months who refuse other offers of help; offers one-to-one assessment and guidance to help clients develop an effective plan to get back to work (250 000 opportunities at a cost of £27.8m in 1994/95).

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	BELGIUM				DENMARK				GERMANY				GREECE				SPAIN			
	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94
5.2. Passive measures																				
	Unlimited unemployment benefit under the insurance system, without a minimum period of contributions (young people are eligible on the basis of their training and after a period of waiting), but numerous modifications have been introduced to prevent fraud and to try to take the family situation and income into account. At the present time, the right to benefit is suspended, subject to certain conditions, when the duration of unemployment exceeds twice the regional average. There was substantial early retirement but limitations have now been imposed.				Benefit limited in principle to 2½ years but employment and training plans allow entitlement to employment benefit to continue. (Has been changed. See "recent measures").				Unemployment benefit paid out under unemployment insurance is limited depending on age and the duration of employment (from 156 days for a person aged under 42 who has worked for 12 months to 832 days for a person aged 54 or over who has worked for at least 64 months). When unemployment benefit ends, the unemployed person receives unemployment assistance for an unlimited period, but the person's income situation is taken into account.				Limited unemployment benefit depending on period of employment with a maximum of 12 months for 250 days of employment during the previous 14 months and a minimum of 5 months for 125 days, plus in all cases an additional 3 months at a reduced rate. Benefit amounts to 40% of wage for blue-collar workers and 50% for white-collar workers (with a minimum of 2/3 of the minimum wage) plus 10% for each dependant. When entitlement to benefit ceases, an allowance equal to 50% of the main benefit is paid.				Unemployment insurance benefits limited as a function of contribution periods in the last six years. 70% of reference wage for the first 180 days, then 60%. Benefits between the minimum inter-sectoral wage and 220% of this wage. Subsequently, unemployment assistance subject to means-testing for 18 moths, except for certain categories of unemployed. Minimum of 75% of the minimum inter-sectoral wage (unemployed person without dependent children).			

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FRANCE				IRELAND				ITALY				LUXEMBOURG				NETHERLANDS				PORTUGAL				UNITED KINGDOM			
91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94
																								Restart Course A 2-week part-time mandatory programme for those unemployed for 24 months who refuse other offers of help, helping them develop a route back to work and arranging a placement for them at the end (120 000 opportunities in 1994/95 at a cost of £12.5m. ***Work trials*** For those unemployed over 6 months; enables employers to assess the suitability of long-term unemployed clients for a vacancy before committing themselves to employing them; enables unemployed people to prove themselves in a real job while their benefits continue to be paid to them; trial period lasts for up to 3 weeks (20 000 opportunities at a cost of £3.8m in 1994/95).			
Unemployment insurance Duration of payment of allowances (basic allowance and end-of-entitlement allowance) varies between 4 months minimum and 60 months maximum, depending on duration of membership and age. ***Solidarity arrangements*** - Long-term unemployed allowance granted in 6-month periods for unlimited time. - Special categories: maximum 1 year.				Unemployment benefits initially limited to 390 days at flat-rate, then pay-related benefit (approx. 12% of weekly earnings in previous income tax year with ceiling) for 375 days. On expiry of unemployment benefit, unemployment assistance may be paid, subject to a means test. ***Pre-retirement Allowance*** A pre-retirement allowance is payable to persons between 55 and 66 years of age.				Ordinary benefit (20% of normal remuneration) paid for a maximum of 180 days in one year. Special benefit (Law 223/91), for workers with at least 12 months service, paid for 12-36 months (depending on age) and up to 48 months in southern regions.				Benefit limited to 12 months (plus 6 months for persons difficult to place) under the unemployment insurance system. Subsequently, unemployed persons receive benefit under the resource guarantee arrangements for an unlimited period, but subject to means testing. Older unemployed persons are covered by special conditions in connection with the unemployment insurance system and early retirement arrangements.				Benefit under unemployment insurance limited to 6 months with possibility of extension of between 3 months and 4.5 years depending on age and work history. Subsequently unemployed persons receive unemployment assistance for an unlimited period subject to certain conditions regarding their income. There are various invalidity insurance schemes for elderly workers, the disabled, those unable to work for long periods, etc.				Main benefits: limited duration based on age. Minimum of 10 months for unemployed persons under 25, maximum of 30 months for those aged 55 or over. Extended benefits: 50% of these periods. Unemployment insurance benefits: 65% of average wage for the 6 months preceding the 2 months prior to unemployment. Unemployment assistance: 70-100% of minimum wage according to number of dependants.				Flat-rate benefits: duration restricted to 312 days (excluding Sundays) for each interruption of employment. A claimant is entitled to another period of 312 days if he has been in paid employment for 13 weeks (not necessarily consecutive) during a reference period, each one comprising at least 16 hours' work. Outside these periods there is a financial aid scheme for persons not working full-time (16 hours or more per week), whose earnings are less than a set minimum. Modification in progress, see "measures being prepared".			

	BELGIUM				DENMARK				GERMANY				GREECE				SPAIN			
	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94
5.3. Placement services																				
	Three public services deal with job placement: VDAB, FOREM, ORBEM. These three regional or community employment services are run by bipartite management committees. Joint sectoral training centres exist in many sectors. It should be stressed that there is no legislation relating to selection or recruitment consultancies. It is therefore difficult to have an accurate idea of their importance.				The National Labour Market Authority is responsible for the public placement service. It maintains 14 regional employment offices and each region has a number of local offices (approx. 96 offices in total). There also exists 1 national and 14 regional Labour Market Boards, comprising representatives of the social partners and regional and local authorities.The Boards exist to organise measures for the unemployed at local level, and are also involved in the administration of job offers and training schemes. The situation has changed considerably since 1 July 1990. Private agencies may now operate without prior authorisation from the public authorities and charges are now made for certain specific services offered by the public employment service, a situation which, in the opinion of the Danish authorities, is in compliance with ILO Convention No 82 on the organisation of the employment service. However, the Director-General for employment has regulatory powers in these areas and his decisions are binding on all private agencies.				The Federal Employment Service has 184 main offices and 640 services providing country-wide job placement and guidance for all categories of job and employment, free of charge. In addition since 1 August 1994 it is permissible for private bodies to work in this field, subject to possession of a licence delivered by the Federal Employment Service. Applicants have a legal entitlement to a licence if they meet all the professional, financial and commercial requirements. Applicants for licences from all EU countries are treated equally. Placement for jobs abroad outside the EU is limited to a certain number of job types.				Since 1931, Greek law has imposed a ban on private profit-making placement agencies in Greece. Penalties, in the form of imprisonment or fines are imposed on those who break the law. Employers are also obliged to notify all recruitments and redundancies. This obligation is not applicable to job vacancies. In spite of the legal situation, studies show that unlawful private agencies do exist and operate under many forms, such as insurance agencies, etc. Non-profit-making organisations, however, are not subject to the ban imposed by the law.				Until the end of 1993, private employment agencies were forbidden under Spanish law. Personnel selection agencies or enterprises have to indicate the employment office job vacancy number in their advertisements. Thus there was a distinction between the two types of services - private employment agencies (prohibited) and personnel selection agencies. Only the latter were authorised. However, there was still an obligation to notify job vacancies to the employment office. These provisions were amended by Royal Decree 18/93 (subsequently Law 10/94 of 19 May) (see "recent measures").			

FRANCE				IRELAND				ITALY				LUXEMBOURG				NETHERLANDS				PORTUGAL				UNITED KINGDOM			
91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94
Some public establishments or jointly administered bodies may operate alongside the public placement service. Bodies must be approved, or sign an agreement with, the national employment agency (ANPE). Though private bodies are authorised to operate on the market, they remain under the control of the public service. Other bodies carry out activities related to job placement. There are also recruitment consultancies. It is difficult to assess the real importance of such enterprises.				FAS operates a public employment service through a network of 54 employment Services Offices throughout Ireland. These provide a matching service between job seekers and vacancies. They are also linked to the EURES System of EU vacancies. Private employment agencies have been authorised in Ireland since 1971. Prior to establishment, they must be authorised by the Ministry of Employment and are obliged to send lists of the placements made every six months.				There is a public monopoly in placement services and private employment agencies are therefore banned. Employers are obliged to notify all job vacancies to the public employment service, and in principle all recruitment must be carried out via this service. There are exceptions to this rule for the recruitment of certain workers.				The law of 21/02/76 stipulates that job placement is the exclusive responsibility of the public employment service and that it is free of charge. Moreover, employers are obliged to notify vacancies to the public employment service. Failure to do so can result in a fine. There are several recruitment consultancies operating in Luxembourg. These must comply with the law of 1976, particularly with regard to the notification of job vacancies. There are also a number of non-profit-making associations.				The law of 1990 on employment services authorises the creation of private placement agencies offering a whole range of services and acting as an intermediary between jobseekers and employers. These private agencies cannot operate without a licence. The law provides that the work of these agencies must not be detrimental to the interests of workers or to the good relations between the various parties on the labour market. More specific instructions may be issued by the CBA (central employment council). The government has proposed the discontinuation of this system of licences.				The establishment of private placement agencies is subject to prior authorisation from the Ministry for Employment, acting on an opinion from the Institute for Employment and Vocational Training. The law also makes provision for a fee payable by the worker, which varies depending on the length of contract concluded. It is interesting to note that the difference between placement agencies and temporary employment agencies was specified by law only in 1989. Since 1993 an employment and vocational training observatory has existed, responsible for monitoring job market trends and evaluating employment policy measures.				Back-to-work help is provided through a nationwide network of 1200 Employment Service Jobcentres, and 82 Training and Enterprise Councils (TECs). The Employment Service is a publicly owned agency and is required to meet specific targets set out in an Annual Performance Agreement. TECs are private sector led and payments to them are based partly on the results they achieve. Private placement agencies and temporary employment businesses are subject to a minimum standard of conduct which is enforced by Employment Department inspectors.			

	BELGIUM 91 92 93 94	DENMARK 91 92 93 94	GERMANY 91 92 93 94	GREECE 91 92 93 94	SPAIN 91 92 93 94
Recent measures	***Unemployment benefit (Royal Decree of 27/12/93)*** Extension of waiting period for young people after completion of studies. Bringing forward of period of flat-rate benefit for cohabiting unemployed person (15 instead of 18 months). Extension of period of further employment (12 instead of 6 months) to be able again to claim allowances based on lost wage rather than a flat-rate or decreasing sum. Right to benefit for young cohabiting unemployed persons eligible on the basis of studies suspended after 24 months.	***Unemployment benefit and job creation schemes*** The two new laws on active labour market policy and on local activation will be in force for a three-year period (1994-1996). They cannot be extended beyond the end of 1996. The two new laws on active labour market policy and on local activation took effect on 1 January 1994. The changes imply that the Danish activation system will seek to adapt itself more to the needs and requirements of the individual. The responsibility for job provision and activation is placed with the regional labour market councils and with the local government authorities. The practical responsibility still lies with the Labour Exchange System (AF) and with local government. Unemployed persons are entitled to certain minimum rights during the 7 years benefit period. During the first period (4 years) they have a right to/obligation to a working and/or training period of in total 1 year.	***Measures in favour of particularly disadvantaged groups of long-term unemployed and other unemployed persons difficult to place*** Extended up to the end of 1996. The Employment Promotion Law which entered into force on 1 August 1994 contains the following provisions: structural short-time work allowance for workers in the coal, steel, arms and engineering industries. No right to re-employment, retraining advised, extended to end of 1997. Right to claim unemployment benefit and short-time working allowance during retraining courses of up to 12 weeks, also for newly recruited trainees. Social workers'assistance for disadvantaged young people starting work. Extension of existing employment measures (sandwich courses for under 25s, wage support payments for 50-year-olds and over, unemployment benefit for 59-year-olds without need to prove availability, training allowances for unemployed people under 25).	***Unemployment benefit*** At the Minister of Labour's recommendation, unemployment benefits will be increased by 30%, the minimum amount being set at DR 60 000.	***Promotion of employment*** - Part-time contracts are encouraged. - Regulation of apprenticeship contracts and amendment of traineeship contracts. - Existing employment promotion contracts which last for a maximum of three years and will terminate between 1/01 and 31/12/94 can be extended once by up to 18 months. - Employment promotion programmes for unemployed persons receiving benefit are being implemented. The finance act will determine the programmes and beneficiaries each year. ***Placement*** (Law 10/1994 of 19 May) The obligation on employers to recruit workers only through the national institute for employment (INEM) has been abolished. Non-profit-making employment agencies are now authorised to operate on the basis of a cooperation contract with INEM. However, the employer is still obliged to notify INEM of all employment contracts concluded. Public employment services may only intervene in the case of contracts managed by themselves.Temporary employment agencies are authorised, but are subject to regulations to prevent the presence of simple intermediaries on the job market and to ensure that legal obligations are complied with.

FRANCE				IRELAND				ITALY				LUXEMBOURG				NETHERLANDS				PORTUGAL				UNITED KINGDOM			
91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94
Exemptions for recruitment of new employees (extension of existing measures) The five-year law provides for recruitment subsidies for the first, second and third employees. ***Extension of assistance to unemployed people who create their own business (ACCRE)*** Unemployed people who have been registered as job seekers for six months and are in receipt of the RMI are entitled to flat-rate assistance from the State of ECU 4 834 and extension of free entitlement to social security from 6 to 12 months if they create a business or take over a business. ***Expansion*** Companies will be encouraged to grant loans at favourable rates to members of their staff who create their own business. ***Illegal employment*** A series of measures consolidates the fight against undeclared employment, the unlawful hiring out of labour, etc. Criminal responsibility for undeclared employment is extended to legal persons.				***Programme for Competitiveness and Work*** This programme, which was finalised in January 1994 and covers the period 1994-97, is the third in a series of agreements between the Government and the social partners designed to provide a framework for economic growth and thereby boost employment. It focuses on 3 areas: - the development of small business and start up enterprises; - the further development of jobs in the services sector; and - the development of community-based work. The programme aims to have 60 000 more people at work between 1994 and 1997, and to have 100 000 people in community based work who would otherwise be unemployed.				***Job-search support*** Financial support may be granted for counselling and job-search support services for workers registered with the CIGs or in the mobility lists in order to assist their reintegration into the labour market including placement in cooperatives and self-employment. ***Mobility lists*** A number of changes are made to workers' mobility regarding registration in the mobility lists, and the recruitment by the public administration of workers from the special wage compensation fund (cassa integrazione guadagni straordinaria - CIGs) and from the mobility lists. The aim of these provisions is to promote the employment of target groups (women, workers in CIGs and mobility, and workers in the areas of Naples and Palermo). Until 31 December 1994 workers can be registered in these lists, on condition that redundancy resulted from either a reduction, change or cessation of the firm's activity. ***Wage-compensation fund*** New provisions have been introduced regarding duration periods and other modalities for prolonging benefit entitlement from the wage-compensation fund: until the end of 1995 the benefits provided by the "normal" fund to firms reducing the level of or ending business activity are extended to firms employing between 5 and 15 employees in particularly disadvantaged regions;				***Employment promotion measures*** In connection with the tripartite agreement, the Law of 17/6/94 lays down measures to ensure the maintenance of employment: - reemployment aid; - business start-up aid; - aid for creation of jobs offering socio-economic benefits; - job market transparency (reinforcement of the role and improvement of the functioning of the employment administration, setting up of preventive mechanisms and penalties to improve the transparency of the job market, introduction of a "social identity card"). The following measure was introduced pursuant to the tripartite agreement: -increase in employment fund resources partly through the introduction of a social contribution consisting of an additional levy on petrol and vehicles, the price effect of which will be neutralised in sliding wage index terms (entry into force 1.7.94), and partly through a 1.4% index in the solidarity tax imposed on the communes (entry into force 1.1.95).				***Plan to increase the number of job placements by 2% per year*** Despite the adverse economic trend, the employment service is sticking to its objective of achieving an annual 2% increase in the number of unemployed placed in employment during the next four years. ***Disability scheme*** On 1 August 1993 the Act "Restriction of Claims on the Disablement Benefits Regulations" entered into force and provided for a revision of the Disablement Benefits Regulations (WAO). The major elements of the WAO are the revision of the definition of long-term disablement, the adaptation of the amount of the benefit to the age of the beneficiary and periodical re-examination of the beneficiaries. ***More flexible measures*** The application of certain measures has been made more flexible. Regional employment councils define the target groups and the amount of subsidies on the basis of framework directives issued by the central employment council (CBA).				***Individual placement*** Introduction of a subsidy for persons unemployed for at least 2 years who have found a job on their own and have remained in it for three years. ***Work training programmes*** An entirely new approach within the work-training programmes is the progressive reduction in working hours, agreed with the employers, for older workers, beginning four years before they are due to retire. At the same time unemployed persons will be hired, enabling them to receive training, supported by the older workers who pass on their knowledge and experience; during this period the latter receive a basic wage. The unemployed persons receive a wage, which may not exceed double the statutory minimum wage. ***Job creation and small business start-ups*** In order to promote job creation and small business start-ups, increased funding is to be provided both to the long-term unemployed over 45 years of age who wish to become self-employed and to employers recruiting this category of unemployed persons. ***Labour market integration*** To prevent long-term unemployment a labour market integration project has been developed. Personalised support is given to over-45 unemployed for more than 9 months, in the form of "individual support plans".				***Careers Services*** The Act introduces new arrangements for the careers services, allowing a range of different organisations to provide careers services which are more flexible and more responsive to the needs of local people and local employers. ***Training for work*** A series of programmes have been modified and expanded. "Employment Training" and "Employment Action" are now combined in a new programme "Training for Work" which is intended to provide 273 000 adults (in England) with opportunities to improve and update their skills as well as to acquire new skills. ***Community Action*** In addition, "Community Action", a work experience programme for 75 000 long-term unemployed people, was launched during summer 1993. (see point 7)			

	BELGIUM				DENMARK				GERMANY				GREECE				SPAIN			
	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94
					During the second period (3 years) they have a right to/obligation to work an average of 20 hours a week. The total period of 7 years can be prolonged if the unemployed use the leave schemes - in the first period with up to 2 years on training leave and with 1 year on parental leave for each child they have under the age of 9 - in the second period with training leave for 1 year (maximum two years in total) and with 1 year on parental leave for each child they have under the age of 9.				***Stricter controls*** Stricter controls will be continued to combat abuse and undeclared employment (in 1993, abuse of the system accounted for loss of between 1 and 2 billion DM).								***Unemployment benefit*** As from 1994, unemployment benefit is subject to income tax. ***Aid for the unemployed*** Eligibility has been restricted. The concept of "family dependant" has been limited to the spouse and dependent children. Means testing has been reinforced. Per capita family income will in future be 75% of the minimum wage, on the basis of the above restrictive interpretation of the concept of family.			

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Employment-solidarity contracts: retargeting

Employment-solidarity contracts will be reserved for the long-term unemployed, those aged over 50, disabled people, those receiving the RMI and 18-26-year olds experiencing particular integration difficulties.

Stricter control of job-seekers

The law has now established rules on control.

Reemployment contract

The period of exemption from payment of employers' contributions (social security, occupational accidents and family allowances) is extended in the case of contracts concluded from 1/07/94 by:

+ 18-24 months for job-seekers registered for more than 3 years, people over 50, those receiving the RMI who have been unemployed for more than 3 years and disabled people;
+ 9-12 months for other eligible persons.

In the case of a fixed-term contract, the reemployment contract may be concluded for a maximum period of 24 months as opposed to 18 months previously.

The Delalande contribution

An additional contribution (from 1 to 6 months of gross earnings) is payable to the unemployment insurance fund by the employer in the event of termination of the employment contract of a worker aged 50 or more which makes the worker eligible for unemployment benefit. There are some exceptions and these have been supplemented.

Job Facilitators

Job Facilitators are appointed by the Minister for Social Welfare and are based at local offices of the Department. They have a responsibility for identifying local employment, education, training, and work experience opportunities, and for advising and assisting the unemployed (and particularly the long term unemployed) to link into these opportunities.

County Enterprise Boards

In late 1993 the government announced the establishment of County Enterprise Boards. The boards are being set up to promote job creation and community development. There are 35 boards nationwide which include representatives from local authorities, community, social partners and public agencies.

A major expansion of temporary employment measures aimed at alleviating high levels of long-term unemployment has been put in train. The new Community Employment Programme will provide 40 000 places by the end of 1994. Also an improved employment/counselling service is being considered - a pilot project has been recently introduced. Additional places are being provided on the Youthreach scheme (early school leavers/drop-outs) and on Second Chance Educational Programme for long-term unemployed. Back to work subsidy scheme also introduced. Local Development Programme in operation and additional areas of disadvantage are being designated for Area Partnership companies to assist the long-term unemployed.

the benefit entitlement period is 24 months. Also until the end of 1994, the benefits provided by CIGs are extended to cover enterprises in the trade sector with more than 50 and less than 200 employees.

Information and guidance

The package of measures also includes improved career information and guidance opportunities, in order to increase awareness of the solutions to employment and training problems already available. The regional and local IEFP employment offices now have a data bank covering all the activities with the potential for job creation.

In the field of job market integration, the IEFP promotes the creation of information posts, aid for human resources development promoters and aid for development associations.

Two new instruments have recently been set up:

- "Working life integration units"(UNIVA), to help young people seeking their first job and others being recruited or seeking a job by facilitating the transition from training to work. UNIVAs have been set up in schools, training centres, public administration bodies and professional associations.

	BELGIUM				DENMARK				GERMANY				GREECE				SPAIN			
	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94
Measures being prepared	***Outplacement*** The government wishes to use compensation in lieu of notice more effectively by allocating part of it to outplacement services. The social partners will examine this idea. ***Placement services*** The Flemish government is examining the possibility of partially abolishing the public monopoly in placement activities.												***Social security reform*** Merging of social insurance funds. Study of the social security system in order to make proposals during the year which will serve as the basis for social dialogue. The bill provides for: - optional insurance with retroactive effect for persons who have particpated in radio, TV and cinema productions; - special clauses on matters such as the method of calculating contributions and benefits.							

FRANCE				IRELAND				ITALY				LUXEMBOURG				NETHERLANDS				PORTUGAL				UNITED KINGDOM			
91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94
																Measures subsidising the training of workers and apprenticeships will be incorporated in order to improve the effectiveness of these measures and to increase the opportunities for specific sectoral training. Under the draft multiannual programme (1993-2000) the regional and central employment committees are expected to adopt a new approach to the fight against long-term unemployment. The unemployed will be divided into four groups depending on their capacity to find a job, ranging from the easy to place to those who cannot be helped directly by the placement agencies and need further-reaching measures established in cooperation with the municipalities. The aim here is to help such persons progress to the third catagory (training and work experience). Placement of partially disabled persons will temporarily be undertaken by the industrial insurance committes (this is at present done by the medical services). Eventually, it is planned that placement should be taken over by the employment services.	- Job Clubs aim to provide personalised support for the unemployed by helping them to integrate into working life. They are supported by the IEFP and may be set up by training centres, the social partners and non-profit organisations. ***Vocational training*** - Extension of scope of regulations on special training to provide qualifications and integration for persons in socially disadvantaged groups. - New course contents to combine technical training with initial or further training. - Vocational certificates, recognition of skills, knowledge and experience acquired outside the normal labour market. - Support for firms undergoing change in the form of vocational training to avoid redundancies.	***Jobseeker's Allowance*** It has been proposed to introduce a jobseeker's allowance in April 1996 in place of existing benefits (contributory unemployment benefit and social security benefits). ***Jobfinder's Grant*** A Jobfinder's Grant will provide financial assistance to those unemployed over two years to encourage them to accept job offers by meeting the expenses involved in taking up a job before they receive their first wage. ***Workstart pilots*** Workstart pilots provide employment subsidies for people unemployed for long periods (2 years and 4 years) and will test whether this selective approach can minimise the inefficient and distorting effects of general wage subsidies.

	BELGIUM				DENMARK				GERMANY				GREECE				SPAIN			
	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94
6. Young people																				
Situation																				
58. Unemployment rate < 25 years	16.7	17.6	19.6		11.2	11.4	11.4		5.8	5.9	6.3		24.6				31.1	32.9	37.5	
6.1. Basic Education and Transition to Working Life																				
Vocational education in the Education System	Compulsory education between 6-15. Compulsory part-time attendance up to 18 in either school or training in an apprenticeship. There are general, technical, and artistic streams which can lead to higher education and a vocational stream which is aimed directly at employment. The status of vocational education is being progressively raised through closer links between technical and general education. Part-time education and/or training can be combined with part-time work. The universities focus upon academic education and scientific research. Higher education outside universities offers courses of 2-4 years in duration preparing people for work.				Compulsory education between 6-16. Secondary education contains core and optional subjects. Vocational education is an option (14-16). Post compulsory vocational education is provided through vocational gymnasiums which offer 2-year courses leading to higher level commercial and technical qualifications, which can provide access to higher education. The universities provide degree courses in vocational subjects. The course content is adjusted to meet the needs of the private business sector in fields of job growth.				Compulsory education between 6-15. Compulsory part-time education up to 18. The education system is streamed according to ability and provides both general and technical education options. Vocational studies at school also provide access to higher education. Higher technical colleges provide 3 to 4 year courses directed to practical application, particularly in engineering and commerce. Universities offer a range of degree courses in vocational subjects. Technical universities specialise in technology and science based degrees.				Compulsory education between 6-16. Up to 16 education has a mainly academic orientation. Post 16 students can choose between technical-vocational or general education. Vocational education is provided in comprehensive and vocational lyceums and vocational schools. The first year provides a general vocational orientation, the second a sector and the third a more specific occupation. Technological institutes provide alternance-based technical-level education. The Technical University at Athens provides 5 years courses in technological and science based subjects.				Basic vocational education is part of secondary level schooling between 12-16 and part of the "bachillerato" (16-18). Vocational education is also offered as part of post-compulsory "middle-level" education (from 16-18) and as part of "higher level" (18-20). It is provided on a modular basis with duration varying with the occupation concerned. Those over the age limit can obtain access to the relevant level by taking an entry examination.			

FRANCE				IRELAND				ITALY				LUXEMBOURG				NETHERLANDS				PORTUGAL				UNITED KINGDOM			
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21.3	21.8	23.1		24.5	27.6	27.9		28.5	28.5	30.6		3.2	3.8	5.7		11.4	11.8	15.0		9.1	9.0	10.3		15.0	16.1	16.9	
Compulsory education between 6-16. Between 11-13 the system is divided between general and vocational streams. At 15 the choices are to: take a one year alternance-based pre-apprenticeship course; transfer to the vocational lycee for a three year course leading to a craft qualification; or study at the general/technical lycee with a view to entering higher education. The final year of university degrees can include training for a profession. University institutes of technology and high colleges specialize in scientific and technological studies.				Compulsory education between 6-15 (although most start at 4). There are two mainstreams academic general and vocational. For 16 - 18 year olds the leaving certificate vocational programme provides 2 years tuition in a specific technological area. Higher technical and business skills are provided by colleges of further education.				Compulsory education 6-14 years. There are plans to raise the school leaving age and to introduce a new curriculum. The upper secondary-phase (14-18) provides general and technical streams. Technical school courses last from 3-5 years and can provide general vocational education or lead to a qualification for a particular profession. Universities provide degree level courses in vocational subjects. Free universities offer the same degrees as state universities but are privately funded and have no legal status.				7th to 9th classes offer vocational guidance for students according to their aptitudes and interest. The preparatory section of technical secondary education addresses 12-15 year olds who have difficulty in following the theoretical courses. The technical secondary education prepares to a technical and vocational aptitude certificate, to the degree of technician and technical. "Baccalaureat" The technical post-secondary level provides education on alternance or full-time basis up to superior technician level higher technical education provides degree of technical engineer.				Compulsory schooling 5 - 16. There are two mainstreams general and pre-university; and pre-vocational and vocational. Post 16 there are senior vocational education courses from 2 -4 years. Higher vocational education courses are provided by universities. In secondary vocational education there are two main types: apprenticeship and a school-based curriculum including a practice-period. Sectoral social partners are actively involved in defining the standards of qualification on the basis of profession profiles, current policy is directed at strengthening the practice-component within secondary vocational education as a whole, making way for variation between both standard types. At the level of tertiary education, next to academic education by universities, there is provision of higher vocational education by multi-sectoral institutes called "Hogescholen". The apprenticeship system is alternance-based with 1-2 days off-the-job training education and provided on the basis of a contract between the trainee and the employer.				Compulsory education between 6 - 15. The system is divided into two mainstreams general and vocational. Vocational schools for 12 - 15 year olds have been introduced to encourage more young people to take the vocational option. After compulsory education there are three streams of vocational training: apprenticeships, vocational school and technology courses, higher education institutions also offer courses leading to vocational diplomas.				Compulsory education between 5 - 16. The Technical and Vocational Initiative aims at increase the number of young people from 14 studying and qualifying in vocational subjects. General vocational qualifications are being developed for entry into employment or progression to higher education. Much of further education is vocationally oriented available on a part-time or full-time basis. Universities provide degree courses in vocational subjects which in some cases are alternance-based.			

	BELGIUM 91 92 93 94	DENMARK 91 92 93 94	GERMANY 91 92 93 94	GREECE 91 92 93 94	SPAIN 91 92 93 94
Transition from school to work	Methods are being developed to draw up school curricula in the light of the profiles of professional occupations. Work placements also form part of schooling.	The vocational education option also includes vocational guidance including visits and work experience to firms and institutions.	Closer co-operation between schools and employers and employer associations are being developed, to enable young people to make informed choices about vocational options.		The school curriculum includes periods spent training in Work Centres and/or in enterprises. To promote integration and recruitment apprenticeship contracts have been agreed. They combine work experience and training in the theory of the occupation chosen, leading to a vocational qualification. At the regional level, employers and educational authorities are involved in planning the provision of training to assist the transition from school to work.
Access to initial training	Apprenticeships for young people between 15-18 years can last between 6 months and 2 years and are provided by firms who must obtain approval for the training content. Longer apprenticeships of up to 4 years can be arranged which must provide a combination of general education and vocational training. Training work contracts are open to those aged 18-25 and last between 1-3 years and provide on-the-job training and work experience. For those leaving school under-qualified, access is provided to "promotion sociale" which is training designed to meet the abilities of the individual and provide them with relevant skills for the world of work.	The "Education and Training for All" initiative aims to ensure all young people a course of education on completion of basic schooling. Initial vocational training courses last 2-4 years and are alternance-based. The college based element includes teaching universal and general subjects. Vocational training by technical and commercial colleges and can be delivered on the basis of a training contract between a trainee and an employer.	All young people from 16 onwards not in general secondary education must enrol in vocational school. Different vocational schools provide different types of vocational education depending upon qualifications level from school. The alternance-based dual apprenticeship system lasts for 3 years (although this can be shortened following studies at the vocational schools). One or two days a week are spent at vocational training colleges providing a combination of vocational and general education. Young people who leave the education system poorly qualified can benefit from a range of supportive counselling measures. For those who do meet the demands of recognised occupations requiring formal qualifications, alternative training offers are made to suit their abilities.	3 year apprenticeships are available post compulsory education. The first year is in an apprenticeship training centre, the second and third years are alternance-based. Intensive training courses are also available to unskilled, lowly-qualified young people (18-26) for 6 to 9 months at vocational training centres.	In order that young people do not leave the education system unqualified, a "social guarantee or a training guarantee" which consists of a number of special programmes is being implemented. This will enable young people to receive training integrating them into the labour market or to provide access to training at the "middle-level" for up to 2 years. Young people under 25 insufficiently qualified can also benefit from initial training provision.

FRANCE				IRELAND				ITALY				LUXEMBOURG				NETHERLANDS				PORTUGAL				UNITED KINGDOM			
91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94
Work placements for pupils are part of the school curriculum. Young people leaving the education system have the right to vocational guidance. Through local initiatives the curriculum can be adapted to meet the labour market needs of the region.				Vocational schools are run by vocational education committees on which industry is represented. At 15 there is a transition year or a vocational preparation course which provides an introduction to work experience for pupils continuing in education. Work experience is provided for 16 - 18 year old studying for the Leaving Certificate Vocational Programme.								The "work-life" project aims to raise pupils awareness about the world of work and help to inform choices about vocational education. Work placements are provided for some pupils. Unemployed students from complementary classes work in practical training workshops for 6 - 12 months.				Work placements are available for some pupils (Jeugdwerkgarantieplan). Professional information centres also help school leavers to integrate into working life through counselling and guidance. Regarding the underqualified target group, the government uses a mix of preventive measures to diminish unqualified outflow of the educational system and additional schooling-facilities linked to job-placement for this category.				Training is being introduced into all vocational courses aiming to provide a work-like context. This has been almost completed in technology and vocational schools.				To support the transition from school to work, in 1992 some 90 % of pupils undertook work placements. Funding is available to promote partnerships between local education institutions and employers, including teacher exchanges compacts in which firms offer jobs/training opportunities to young people achieving attainment/behaviour targets.			
Young people have the right to vocational training after leaving school. Apprenticeships last for 1-3 years and are open to 16-24 year olds. There are a range of employment and training contracts that provide young people between 16-25 with alternance-based work experience and training for short-term periods ranging from 2-8 months. Some of these focus specifically on helping young people without qualifications. In addition there are longer-term training contracts lasting between 6 months to 2 years. State training centres can provide young people 1-3 years training. Training credits enabling young people to work towards a qualification without a set time limit are being developed.				Apprenticeship usually last 4 years with the first year based in training centres and regional technical colleges. The remaining years are alternance based. The social guarantee for young people has developed training programmes for: low-qualified school leavers and those whose skills are inadequate for the labour market; young people completing the leaving certificate as a preparatory course for employment.				Publicly funded full-time initial training courses are available for unemployed young people who have finished their compulsory education. They usually last 2 years and can lead towards a qualification for a particular profession. Initial training is also available to those completing the non-compulsory upper secondary-phase and varies in duration from 3 months to 3 years. Apprenticeships are alternance-based and can last from 3-5 years. Training work contracts are open to people from 15 to 32 (in some regions) and provide uncertificated work-based training. This is a common form of training provision for unqualified young people.				Apprenticeships last from 2 - 4 years and are based on a contract between trainee and employer. Unemployed young people leaving school without qualification, participate in vocational orientation and initiation courses which provide vocational education in accordance with the individuals needs and may include some in-firm training. Job search support and advice are also provided.				The apprenticeship system is alternance-based with 1 - 2 days off-the-job training/education and provided on the basis of a contract between the trainee and the employer. A follow-up network has been set up to provide advice and support to young people up to 23 who have not obtained at least a craft-level qualification. Additional basic education, literacy and numeracy and vocational preparation courses are available to young people with few qualifications. School leavers without qualifications can also obtain an "education credit" which can be used to develop self-employment opportunities.				Apprenticeships are open to 14 - 24 year olds and last from 1 - 4 years. In 1991, the government and the social partners signed an agreement to guarantee at least one year initial vocational training to young people, in particular for those leaving the education lowly or unqualified. Pre-training measures are available to help those lowly-qualified to equip and prepare them for a training course.				All 16 - 17 year old young people are guaranteed a place on a 2 year programme of youth training. This can include preparation courses to improve basic literacy and numeracy. Youth credits are being progressively introduced for 16 - 17 years olds. They have a financial value and can be exchanged for training leading to a recognized qualification. Modern apprenticeships for 16 - 17 year olds and Accelerated Modern apprenticeships for 18 - 19 year olds are also being introduced providing work-based training leading to a craft level vocational qualification.			

	BELGIUM				DENMARK				GERMANY				GREECE				SPAIN			
	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94
6.2. Promotion of young employment																				
	Training and occupational integration for young people Possibility of recruiting young people under 30 without experience for 1 year on 90% salary; in the event of recruitment on an open-ended contract: for the second year: 10% reduction in employer's social security contributions. ***Alternation of employment-training*** For young people aged 18-25 with few qualifications. Exemption from payment of social security contributions during part-time employment. ***Disadvantaged young people*** See point 4. ***Unemployed people difficult to place*** See point 5. ***Recruitment subsidy*** See point 5. ***Promoting the employment of groups of unemployed persons at risk*** See point 5.				***Training and Job Offer Acts*** In 1981 the Job Offer Act gave a high priority to measures to assist young unemployed persons. The act was revised in 1988 when the Training Offer scheme was introduced. Unemployed persons under the age of 25 receive the job offer after being unemployed for one year. The person can participate in training activities for up to 3 months of the job offer period. In the private sector the job offers shall be of at least 9 months' duration and in the public sector at least 7 months. Unemployed persons under the age of 25 are entitled to a training allowance while participating in education/training of their own choice for a maximum period of two years. The amount of the training allowance corresponds to 50% of the maximum rate of daily cash benefit.				***Promotion of preparatory vocational training measures for young people*** Various preparatory courses (up to 1 year's duration) for young people difficult to place in employment. ***Job creation programme (ABM)*** See point 7. The intensive promotion of vocational training in accordance with the Employment Promotion Law has proved successful in countering the risk of youth unemployment, as have measures to promote continuing training and retraining.				***Subsidy for first-time jobseekers***- Subsidy for the long-term unemployed aged between 15 and 29. ***Accelerated vocational training*** (See point 1).				Aid to young people hired under an apprenticeship contract, vocational training for young unemployed persons under 16 years of age to catch up on their basic education; training-cum-work for young people under 25 years of age following courses of vocational training; vocational training for persons under 25/between 25 and 30 years of age. The conversion of practical work contracts or training contracts to permanent contracts is subsidised with up to PTA 550 000 financed by MTSS and the European Social Fund.			

FRANCE				IRELAND				ITALY				LUXEMBOURG				NETHERLANDS				PORTUGAL				UNITED KINGDOM			
91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94
				Specific measures for young people leaving the education system without adequate training are already in place. FAS, the Training and Employment Authority, in conjunction with the Educational services, operates the Youthreach programme, the Community Youth Training Programme and the Options initiative for school leavers. The aim of these programmes is to enhance the training and work experience elements for these young people in order to facilitate progression to mainstream education and training and ultimately to employment.								A number of advisory, guidance, assistance and occupational integration measures for young people have been available since 1978; introductory training periods, temporary auxiliaries, preparatory training period in a company for young people (on the basis of a framework agreement signed in 1984 between the employment service and the Fédération des Industriels) (certain points amended in 1994).				Started in 1992 and based on the Youth Employment Guaranteee Act (Jeugd werk garantie plan), training and work experience is offered to unemployed persons aged 16 to 21 years and unemployed school leavers.				Various specific measures are aimed at young people: -apprenticeship system (sandwich training); -occupational integration of young people through integration allowances; - creation of jobs for young people by waiving social security contributions; - business start-up incentives for young people; - training and employment programmes for young white-collar workers.							

	BELGIUM				DENMARK				GERMANY				GREECE				SPAIN			
	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94
Recent measures	***Insertion contracts (emplois-tremplin) (Framework Plan)*** Any job-seeker aged less than 30 on recruitment and whose period of employment does not exceed six months may be employed under an insertion contract. During the first 12 months the employee is entitled to remuneration amounting to at least 90% of that earned by a worker performing comparable tasks within the same company. It is therefore possible that the wage earned is below the sectoral minimum wage. Young workers employed under insertion contracts are equal in status to trainees during their first year of employment. ***Guaranteed employment for the young long-term unemployed*** (Flemish region). Target group: young people of less than 25 years of age who have been unemployed for a long time (+ 2 years). Guaranteed employment in public companies or administrations and the quaternary sector. The employer receives the minimum wage from the Flemish government.				*Act on Local Activation* The municipalities have to give young cash benefit claimants under the age of 25 an activation offer of at least 20 hours a week for six months, at the latest when they have been without a job for 13 weeks. During the activity period the young persons under 25 will receive a youth allowance calculated according to the same rules as cash benefits. The youth allowance is also paid to young persons under the age of 25 who take part in special activation programmes, special training activities and voluntary and unpaid activities. The municipality can offer to prepare a guidance and introduction programme for the cash benefit claimant before the activation programme is started. This programme can have a duration of up to 6 weeks and will most often result in the formulation of an individual action plan.				***Training programme East*** The Federal Government has decided to implement a "Training Programme East". The aim is to ensure that this year, as last year, every young person in the new Länder receives a training opportunity. The cost, estimated at DM 500 million, can provide for up to 10 000 training places in East Germany.								***Apprenticeship contracts*** Apprenticeship contracts are to be regulated by Law 10/1994 of 19 May. The aim is to encourage the occupational integration of young people with no specific vocation by reducing social security costs. Duration: 6 months to 3 years. Remuneration: fixed by agreement, but not less than 70, 80 and 90% of minimum wage during the first, second and third year respectively. Beneficiaries: young people under 25 without a diploma. Social security costs: employer must pay a single contribution covering health insurance, accident insurance, etc. ***Traineeship contracts*** Aim: to encourage the integration of young people with no job experience. Duration: 6 months to 1 year. Remuneration: fixed by agreement, but not less than the minimum wage or 60% of the agreement-based wage for an equivalent job (75% during second year). Beneficiaries: such contracts may be offered to university graduates and persons with medium or higher level vocational training qualifications or officially recognised qualifications authorising them to exercise a profession, within 4 years of obtaining such qualifications. The job must allow them to obtain practical experience corresponding to the level of study they have reached.

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FRANCE				IRELAND				ITALY				LUXEMBOURG				NETHERLANDS				PORTUGAL				UNITED KINGDOM			
91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94
Subsidies for companies The Prime Minister is encouraging integration by offering a subsidy to companies for any young person taken on, regardless of qualifications. The subsidy will be paid to any company which employs for a minimum of 18 months a young person who has never been in stable employment. The subsidy will be paid monthly for 9 months and willl amount to FF 1000 per month and FF 2000 if recruitment takes place before 1 October. The conclusion of an employment contract lasting at least 18 months with a young person aged from 16 to under 26 (not entitled to benefit under the employment insurance scheme) between 5/04/94 and 31/12/98 entitles some employers to receive flat-rate assistance of ECU 153 per month from the State ;or ECU 306 per month in the event of recruitment before 1/10/94) for 9 months. ***Company agreements*** The Ministry of Employment has concluded four agreements at company level on the employment and training of young people: - at Coved, recruitment of 100 young job-seekers under a training contract; - at Philips, 200 young people taken on under an apprenticeship or training contract; - at Darty, the group has undertaken to create some 200 jobs at national level, i.e. 3% of its average workforce;				***Apprenticeship contract*** A new apprenticeship system based on pre-established criteria has already been introduced (the previous system placed a great deal of emphasis on the employer's assessment and was based on the time spent in apprenticeship). The normal duration of an apprenticeship for each trade will be determined by the training, education and development requirements of each trade, and is the subject of a review during 1994. ***Youthreach*** A programme to provide up to 2 years' duration of co-ordinated foundation training, education and work experience for those young people in the 15-17 age group with little or no formal educational qualifications. During 1992 approx. 2800 youths participated at a cost of £12m.				***On-the-job work experience*** For young persons or workers encountering great difficulties in reentering the labour market measures have been implemented regarding on-the-job work experience. ***Work training contracts*** A government decree has extended work-training contracts (two-year fixed-term contracts with incentives for employers) up to the age of 32 (the previous limit was 29 years).								Since 1.1.94, there has been a formal guarantee of a job for all unemployed (+ 6 months) up to 21 years and all unemployed school leavers under 24 years of age. Since 1/7/94 employers have also been required to report annually on the general position of minorities in firms with more than 35 employees. These reports have to be submitted to the Chambers of Commerce and are accessible to the public.								***New approach to apprenticeship*** By an agreement between employers and trade unions the Standards-Based Apprenticeship, for the individual, leads to an internationally recognised craft qualification. ***Modern apprenticeship*** From 1995, all 16 and 17-year old school-leavers in England will be offered work-based training to National Vocational Qualification (NVQ) level 3 - equivalent to "A" Level standard. Pilots in a range of occupational sectors will operate from September 1994. ***Accelerated Modern Apprenticeships*** From 1995, a new work-based route for 18 and 19 year old school and college leavers leading to at least NVQ level 3 will be opened up by establishing delivery frameworks in all industrial sectors who wish to participate.

	BELGIUM				DENMARK				GERMANY				GREECE				SPAIN			
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Measures being prepared																				

FRANCE 91 92 93 94	IRELAND 91 92 93 94	ITALY 91 92 93 94	LUXEMBOURG 91 92 93 94	NETHERLANDS 91 92 93 94	PORTUGAL 91 92 93 94	UNITED KINGDOM 91 92 93 94
- Compagnie de Suez has committed itself to promoting the recruitment of young job-seekers and developing an integration policy into its sandwich training programme. Young people under 26 will make up 2% of the workforce. ***Young people's reception centre*** The plan to provide a local reception and guidance centre for young people under the five-year law is set out in the law.						
Youth Guidance Centre Enshrined in the 5-year Law is the requirement to establish local information and guidance centres for young people by the end of the period of application of the law.	***Youthstart*** The feasibility of introducing a comprehensive employment and training scheme for school-leavers, with the objective of integrating the provision of all initial training for new entrants to the labour market, within the framework of the Youthstart concept, is currently under examination.				Short-duration traineeships for young people in firms to help them choose a career.	***Apprenticeship systems*** A new apprenticeship system will be introduced based on pre-established criteria (the previous system placed a great deal of emphasis on the employer's assessment and was based on the time spent in apprenticeship). ***Experimental programmes*** A comparison of the effectiveness of two new ways of helping 18 to 24 year olds unemployed for a year or more: the first, "1-2-1" will assign participants to an individual advisor for a series of six job search interviews. The second, a "Workwise Course" is a new four-week assessment and jobsearch course (know as "Worklink" in Scotland").

	BELGIUM				DENMARK				GERMANY				GREECE				SPAIN			
	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94
7. New requirements																				
Situation																				
Measures	***Local employment agency*** Possibility for the long-term unemployed to perform 60 hours of paid employment per month for individuals or associations. (Changes in respect of local employment agencies introduced on 1/5/94 - see recent measures) ***Promotion of employment in the non-commercial sector*** These are activities for disabled people and minors. In accordance with certain collective agreements, subsidy equivalent to 2% of the wage bill + employers' contributions. ***Recruitment of domestic staff*** Exemption from employers' contributions on recruitment of a wholly unemployed person (who has been receiving benefit for at least 6 months) as a domestic employee. ***Exemption from social security for home helps*** For employment limited to 4 hours per day. ***Troisième circuit de travail*** Payment of 95% of wage costs and social security contributions on recruitment of long-term unemployed people in the non-commercial sector; the work must meet community needs which cannot be met otherwise. Possibility of remuneration but retention of 10% of the subsidy calculated on the basis of 100%. PRIME programme A variation of the previous programme for the region of Wallonia.		***Employment projects*** Improving job opportunities for young people and other specific groups at risk by implementing projects which would not otherwise have been implemented by local authorities and private organisations. Financing comes from a central fund. ***Improving housing*** Programme launched in 1990. Subsidies of up to 50% of wage costs provided by individual owners of houses or flats for renovation. Impact: approximately 5000 jobs created, DKR 1 billion public expenditure per year.																

FRANCE				IRELAND				ITALY				LUXEMBOURG				NETHERLANDS				PORTUGAL				UNITED KINGDOM			
91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94
Domestic employment Law of 31/12/91 grants tax deductions to private individuals who employ workers in the home (12 500/home) (Impact: 30 000 full-time equivalent jobs created). ***Social economy*** (law of 13/7/92 and law of 12/7/85). ***Agencies for the integration of the unemployed*** (laws of 27/1/87, 30/7/87 and 19/12/89). Organisation of the supply of workers. ***Childcare allowance*** Paid to households employing a person at home.				***Local development*** The government's Local Development Programme recognises the importance of a local dimension to enterprise and employment creation and the importance of developing the capabilities of local communities to contribute to tackling unemployment and pursuing local development. ***Childcare act of 1991*** which regulates the organisation of childcare.				***Social cooperatives*** Laws of 8/11/91 (381/91) and 266/91 on voluntary organisations.																	

	BELGIUM				DENMARK				GERMANY				GREECE				SPAIN			
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	Voluntary work for the unemployed Unemployed people may work voluntarily for non-profit-making organisations without loss of unemployment benefit.																			
Recent measures	***Local employment agency (Royal Decree of 10/5/94)*** This Decree provides for the automatic registration of the long-term unemployed with a local employment agency, which helps them to find work (max. 45 hours a month) with individuals, associations, local authorities or in agriculture or horticulture. Employers benefit from a 30-40% tax reduction depending on earnings. ***Security contract*** Extension to "medium-sized" towns of security contracts which create employment by making towns safer. ***Local recruitment plan (Wallonia region)*** To allow municipalities to employ young long-term unemployed persons for a maximum of 3 years. Funding is provided by the region and the intermunicipal energy distribution companies. ***Social workshops (Flemish region)*** Unemployed persons who cannot be integrated into the normal labour market are given work in social workshops funded on an experimental basis by the Flemish government.				*Act on Local Activation* See point 6. ***Private home service initiative*** Since 1/1/94, an allowance of DKR 65 per hour has been offered to households which declare work done in the home (e.g. washing, cleaning, gardening). The measure has been adopted for 3 years.				***Job creation schemes (ABM)*** Workers on job creation schemes are required to take up regular employment even if this involves work on a fixed-term contract, previously those on job creation schemes were only forced to accept paid work on permanent contracts. The aim of this change is to emphasise the priority of non-subsidised employment over job creation schemes. ***Extension of productive employment promotion*** Productive employment promotion has now been extended to the old Länder in the context of the environment, social services and youth aid. As in the new Länder, assistance is limited to the end of 1997, while the duration of assistance per individual person may not exceed 2 years (as opposed to 3 years in the new Länder). ***Business creation by the unemployed*** Unemployed people who set up their own businesses can receive grants equivalent to the unemployment benefit or assistance they previously received, for a period of 26 weeks.							

FRANCE				IRELAND				ITALY				LUXEMBOURG				NETHERLANDS				PORTUGAL				UNITED KINGDOM			
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				Back to Work Allowance A new social security allowance called Back to Work Allowance was introduced in September 1993. This allows the long term unemployed to return to employment (or self-employment) and to retain 75% of their previous unemployment payments for 12 months and 50% for the second 12 months. The Minister for Enterprise and Employment launched the Community Employment Programme (CEP) with the aim of employing 40 000 people by the end of 1994 . The CEP is open to people who have been unemployed for more than one year, those living on lone parent's assistance, people over 21 who are on long-term unemployment assistance and referrals from the rehabilitation board. Sponsors can be public or voluntary bodies who wish to carry out projects which will be of benefit to the Community (handicapped and elderly people, education, restoration of historical buildings.)				Law 236/93 Fund for the employment of young people in cultural activities, tourism, social services in Mezzogiorno. Environment programme 1994-95 pursuant to the environment law. Programme on residential buildings (renovation). Decree-laws 32/94 and 178/94 on socially useful employment.								There are plans to create 40 000 new jobs in the fields of safety, health and childcare.				A new measure enables unemployed persons undergoing training to carry out activities in non-commercial sectors of the economy.				***Community Action Programme*** The Government has introduced the Community Action Programme for people who have been out of work for 12 months or more. The purpose of this programme is to provide a stepping stone back into employment by offering opportunities to do part-time work of benefit to the local community (which can include the environment), combined with extra help in looking for work. The programme, which started last year and will provide a total of 95 000 opportunities, is provided by organisations chiefly in the voluntary or charitable sector. ***Care in the Community Act*** (1990) implemented in 1993. The local authorities have been given the responsibility of organising in a quasi-market framework care services for elderly people, the mentally ill, disabled people, and people with learning difficulties.			

	BELGIUM				DENMARK				GERMANY				GREECE				SPAIN			
	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94
Measures being prepared	***Chèque-service*** Work is currently in progress on the possibility of using cheques for certain services which offer fiscal and quasi-fiscal concessions in order to promote the development of community services. ***Starter concerns*** The aim here is to encourage the recruitment of job seekers with major difficulties in finding work. Starter concerns offer services which come under the "social economy". Encouragement takes the form of reductions in social security contributions in addition to the assistance provided by the regional authorities.																			

FRANCE				IRELAND				ITALY				LUXEMBOURG				NETHERLANDS				PORTUGAL				UNITED KINGDOM			
91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94	91	92	93	94
				Recommendations of the task force on small business ***Government's local development programme*** 33 areas chosen with creation of a partnership company for each of them.				Framework law on social services being prepared.				The government has started to examine the possibilities of developing new employment basins				The authorities have launched a survey to investigate the scope for a system of "service cheques". This is likely to reveal a need for personalised service.				Job creation under local/regional development plans: at the initiative of bodies associated with regional development, local development projects may be supported in order to respond to new needs to improve the quality of life and at the same time avoid depopulation of regions suffering industrial decline or rural exodus.							

SOURCES

Ref.	Heading	Source	Publication
1	Population: median age 1990 & 2010	Eurostat	Demographic statistics
2	Increase in the working-age population between 1985 and 1990	Eurostat	
3	Dependency ratio of the elderly 1990 & 2010	Eurostat	Demographic statistics
4	SMEs' (<100 employees) contribution to total employment (1988)	DG XXIII	EIM - European Network for SME Research
5	Total employment (annual % change)	DG II	Database: AMECO; prevision 1994
6	GDP (annual % change)	DG II	Database: AMECO; prevision 1994
7	Consumer prices (annual % change)	DG II	Database: AMECO; prevision 1994
8	Employment rate	Eurostat - Labour force survey	Table 03
9	Female employment rate	Eurostat - Labour force survey	
10	Unemployment rate	DG II, prevision 1994	
11	Female unemployment rate	Eurostat	
12	Percentage of persons below the poverty line	Erasmus University Rotterdam	Study on behalf of the Commission (1993): Living conditions of the least privileged in EC
13	Percentage enrolment 15-18 years	Eurostat - Labour force survey	1992: Table 24
14	Percentage enrolment 19-22 years	Eurostat - Labour force survey	1992: Table 24
15	Percentage enrolment 23-24 years	Eurostat - Labour force survey	1992: Table 24
16	Knowledge of data processing (% population 15-24 years)	Eurostat	A social portrait of Europe, Table 3.10
17	Post-compulsory education (% active population >25 years)	Eurostat	A social portrait of Europe
18	Post-compulsory education (% active population 25-34 years)	Eurostat	A social portrait of Europe
19	Temporary employment (% of total employment)	Eurostat - Labour force survey	
20	Self-employment (% of total employment)	Eurostat - Labour force survey	1991: Table 27; 1992: Table 34
21	Undeclared employment (% of GDP) (1988)		Employment in Europe - 1989 - Graph 102
22	Productivity (1 000 ECU)	DG II	Database: AMECO; Prevision 1994

23	Early retirement (% of employees over 49 years of age)		Employment in Europe - 1993 - Table 161
24	Length of service (average/median)	OECD	Employment Outlook 1993
25	Average weekly working hours	Eurostat - Labour force survey	1991: Table 47; 1992: Table 71
26	Part-time employment (% of total employment)	Eurostat - Labour force survey	1991: Table 36; 1992: Table 53
27	Involuntary part-time employment (% of active population)	OECD	Employment Outlook 1993
28	Hourly wage costs in ECU	Eurostat	Labour cost
29	Annual wage variation	DG II - Projections	Database: AMECO
30	Proportion of workers earning less than 66% of the median wage	Low wages study (C.E.R.C.)	Low wages in the countries of EEC
31	Rate of trade union membership	Eurostat	
32	Average redundancy pay	MISEP, EURI, various national sources	Employment in Europe 1993 - Table 154
33	Fixed-term contracts	OECD	Employment Outlook 1993 - Table 1.8
34	Temporary employment contract	OECD	Employment Outlook 1993 - Table 1.9
35	Retirement	DG V	Social protection in Europe and MISSOC 1993 - Table 8
36	Impact of a five-year period of part-time employment on pensions	DG V	Social protection in Europe - Table 49
37	Maternity leave	DG V	Social protection in Europe - Table 13
38	Impact of a career break on pensions	DG V	Social protection in Europe - Tables 43-44
39	Indirect taxes (% of GDP)	Eurostat	Taxes and social contributions
40	Direct taxes (% of GDP)	Eurostat	Taxes and social contributions
41	Social security contributions (% of GDP)	Eurostat	Taxes and social contributions
42	Total statutory contributions and charges (% of GDP)	Eurostat	Taxes and social contributions
43	Statutory taxation on energy (% of GDP)	TFPO	Comparative Table TFPO
44	Cost structure (% of total cost)		
45	Direct wage costs in %	Eurostat	Labour cost
46	- of which direct wages	Eurostat	Labour cost
47	Indirect of wage costs in %	Eurostat	Labour cost
48	- of which social security contributions	Eurostat	Labour cost

49	Employees' contributions (% of wage cost)	Eurostat, TFPO	
50	Tax on earned income (% of wage cost)	Eurostat, TFPO	
51	Income tax	Eurostat, TFPO	
52	Social security contributions where earnings < average earnings	DG V	Social protection in Europe, Graphs 20-31
53	Social security contributions where earnings > average earnings	DG V	Social protection in Europe, Graphs 20-31
54	Employment policy (% of GDP)	OECD	Employment Outlook and MISEP Reports
55	Unemployment benefit	DG V	Social protection in Europe, Table 11
56	Unemployed discouraged (% of active population)	OECD	Employment Outlook - 1993
57	Long-term unemployment rate	Eurostat - Labour force survey	
58	Unemployment rate < 25 years	Eurostat	Unemployment (monthly)

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